

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 06/01/2024 and ending 05/31/2025

- 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.) [x] a single-employer plan [] a DFE (specify) ____
B This return/report is: [] the first return/report [] the final return/report [] an amended return/report [] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. []
D Check box if filing under: [x] Form 5558 [] automatic extension [] the DFVC program [] special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. []

Part II Basic Plan Information—enter all requested information

1a Name of plan: INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 09/01/1976
2a Plan sponsor's name (employer, if for a single-employer plan): INTERLOCHEN CENTER FOR THE ARTS
2b Employer Identification Number (EIN): 38-1689022
2c Plan Sponsor's telephone number: 231-276-7200
2d Business code (see instructions): 611000

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

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

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

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

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	622
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	417
	6a(2)	475
	6b	0
	6c	195
	6d	670
	6e	5
	6f	675
	6g(1)	606
	6g(2)	660
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2E 2F 2G 2M 3D

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

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

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

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

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

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

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

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

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

Receipt Confirmation Code _____

**SCHEDULE A
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

Insurance Information

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

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

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

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning **06/01/2024** and ending **05/31/2025**

A Name of plan INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 INTERLOCHEN CENTER FOR THE ARTS	D Employer Identification Number (EIN) 38-1689022

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	346228	265	06/01/2024	05/31/2025

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
---	--------------------------------------

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information
 Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	5565139
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	15725614

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b Premiums paid to carrier	6b	
c Premiums due but unpaid at the end of the year	6c	
d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) individual policies (2) group deferred annuity
 (3) other (specify) ▶

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

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

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

b Balance at the end of the previous year **7b** 6260189

c Additions: (1) Contributions deposited during the year	7c(1)	44919	
(2) Dividends and credits.....	7c(2)		
(3) Interest credited during the year.....	7c(3)	265072	
(4) Transferred from separate account	7c(4)	1057034	
(5) Other (specify below)..... ▶ PLAN SERVICING CREDIT	7c(5)	7	

(6) Total additions **7c(6)** 1367032

d Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 7627221

e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	1325202	
(2) Administration charge made by carrier.....	7e(2)		
(3) Transferred to separate account	7e(3)	735751	
(4) Other (specify below)..... ▶ FEES	7e(4)	1129	

(5) Total deductions **7e(5)** 2062082

f Balance at the end of the current year (subtract line **7e(5)** from line **7d**)..... **7f** 5565139

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

a	Premiums: (1) Amount received	9a(1)		
	(2) Increase (decrease) in amount due but unpaid	9a(2)		
	(3) Increase (decrease) in unearned premium reserve	9a(3)		
	(4) Earned ((1) + (2) - (3))		9a(4)	0
b	Benefit charges (1) Claims paid	9b(1)		
	(2) Increase (decrease) in claim reserves	9b(2)		
	(3) Incurred claims (add (1) and (2))		9b(3)	0
	(4) Claims charged		9b(4)	
c	Remainder of premium: (1) Retention charges (on an accrual basis) --			
	(A) Commissions	9c(1)(A)		
	(B) Administrative service or other fees	9c(1)(B)		
	(C) Other specific acquisition costs	9c(1)(C)		
	(D) Other expenses	9c(1)(D)		
	(E) Taxes	9c(1)(E)		
	(F) Charges for risks or other contingencies	9c(1)(F)		
	(G) Other retention charges	9c(1)(G)		
	(H) Total retention		9c(1)(H)	0
	(2) Dividends or retroactive rate refunds. (These amounts were <input type="checkbox"/> paid in cash, or <input type="checkbox"/> credited.)		9c(2)	
d	Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
	(2) Claim reserves		9d(2)	
	(3) Other reserves		9d(3)	
e	Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **06/01/2024** and ending **05/31/2025**

A Name of plan INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 INTERLOCHEN CENTER FOR THE ARTS	D Employer Identification Number (EIN) 38-1689022	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

TIAA

13-1624203

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

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

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

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

TIAA

13-1624203

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64	RECORDKEEPER	44725	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)

FIDUCIENT ADVISORS, LLC

36-4001764

(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?
27	ADVISOR	8166	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 06/01/2024 and ending 05/31/2025

A Name of plan <u>INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>INTERLOCHEN CENTER FOR THE ARTS</u>	D Employer Identification Number (EIN) <u>38-1689022</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TIAA REAL ESTATE ACCOUNT</u>		
b Name of sponsor of entity listed in (a): <u>TIAA-CREF</u>		
c EIN-PN <u>13-1624203-004</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>562025</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 06/01/2024 and ending 05/31/2025	
A Name of plan INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 INTERLOCHEN CENTER FOR THE ARTS	D Employer Identification Number (EIN) 38-1689022

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

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

		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	497860	562025
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	35369332	39599960
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	6260189	5565139
(15) Other.....	1c(15)	75641	62043

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	42203022	45789167
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	42203022	45789167

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	2712306	
(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)		2712306
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)	265072	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		265072
(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)	809956	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		809956
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	6670
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	3066585
c Other income	2c	21141
d Total income. Add all income amounts in column (b) and enter total	2d	6881730

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2482330
(2) To insurance carriers for the provision of benefits	2e(2)	760365
(3) Other	2e(3)	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	3242695
f Corrective distributions (see instructions)	2f	
g Certain deemed distributions of participant loans (see instructions)	2g	
h Interest expense	2h	
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	
(2) Contract administrator fees	2i(2)	52014
(3) Recordkeeping fees	2i(3)	
(4) IQPA audit fees	2i(4)	
(5) Investment advisory and investment management fees	2i(5)	876
(6) Bank or trust company trustee/custodial fees	2i(6)	
(7) Actuarial fees	2i(7)	
(8) Legal fees	2i(8)	
(9) Valuation/appraisal fees	2i(9)	
(10) Other trustee fees and expenses	2i(10)	
(11) Other expenses	2i(11)	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	52890
j Total expenses. Add all expense amounts in column (b) and enter total	2j	3295585

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k	3586145
l Transfers of assets:		
(1) To this plan	2l(1)	
(2) From this plan	2l(2)	

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **GJC CPA'S & ADVISORS**

(2) EIN: **38-2029668**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		4700000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **06/01/2024** and ending **05/31/2025**

A Name of plan INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN	B Three-digit plan number (PN)	001
C Plan sponsor's name as shown on line 2a of Form 5500 INTERLOCHEN CENTER FOR THE ARTS	D Employer Identification Number (EIN) 38-1689022	

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 08 / 07 / 2017 (MM/DD/YYYY) and the Opinion Letter serial number J600957A.

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN

FINANCIAL STATEMENTS
(With Supplementary Information)

May 31, 2025 and 2024



INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN

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INDEPENDENT AUDITOR’S REPORT

January 16, 2026

To the Plan Administrator
Interlochen Center for the Arts Retirement Plan

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

We have performed audits of the financial statements of the Interlochen Center for the Arts Retirement Plan (the “Plan”), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974, as amended (“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 May 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, as well as the related notes to the financial statements.

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

The Plan’s management has obtained certifications from a qualified institution as of, and for the years ended, May 31, 2025 and 2024, stating that the certified investment information, as described in Note C to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the “Auditor’s Responsibilities for the Audits of the Financial Statements” section:

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

Bank America Tower
110 N. Wacker Drive
Suite 2500
Chicago, Illinois 60606
Tel: (872) 465-1330

PNC Center
201 E. 5th Street
Suite 1900-1239
Cincinnati, Ohio 45202
Tel: (513) 766-9415

1001 Woodward Avenue
Suite 850
Detroit, Michigan 48226
Tel: (313) 965-2655

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Opinion (continued)

- The information in the accompanying financial statements related to assets held by, and certified to by, a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that the Plan's 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 ("U.S. GAAS"). Our responsibilities under those standards are further described in the "Auditor's 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 audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

The Plan's management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, 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 that the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Auditor's Responsibilities for the Audit of the Financial Statements (continued)

In performing an audit in accordance with U.S. GAAS:

- We exercise professional judgment and maintain professional skepticism throughout the audit.
- We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and we 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.
- We 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.
- We evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, and we evaluate the overall presentation of the financial statements.
- We conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, 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 U.S. GAAP.

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 U.S. GAAP.

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

Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) as of May 31, 2025 is presented for the purposes of additional analysis and is not a required part of the financial statements, but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from, and relates directly to, the underlying accounting and other records used to prepare the financial statements.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Supplemental Schedules Required by ERISA (continued)

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 audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with U.S. GAAS. 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.

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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to, or is derived from, the certified investment information, are presented, in all material respects, in conformity with the DOL'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).

GSC CPAs & Advisors

Detroit, Michigan

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

May 31, 2025 and 2024

	<u>2025</u>	<u>2024</u>
Assets:		
Participant-directed investments (Notes B and C):		
Investments at fair value:		
Registered investment companies, other than Access Funds	\$ 36,480,867	\$ 32,136,794
Group annuity contracts	5,565,139	6,260,189
Money market funds	927,214	1,062,438
Life insurance contracts	62,043	75,641
	<u>43,035,263</u>	<u>39,535,062</u>
Total Investments at Fair Value		
Investments measured at net asset value:		
Registered investment companies – Access Funds	2,191,879	2,170,100
Pooled separate accounts	562,025	497,860
	<u>2,753,904</u>	<u>2,667,960</u>
Total Investments Measured at Net Asset Value		
	<u>\$ 45,789,167</u>	<u>\$ 42,203,022</u>
Net Assets Available for Benefits		

See notes to financial statements.

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Years Ended May 31, 2025 and 2024

	<u>2025</u>	<u>2024</u>
Additions:		
Employer contributions	\$ 2,712,306	\$ 2,311,118
Interest and dividend income	882,706	636,297
Net realized and unrealized appreciation in fair value of investments	3,265,577	5,668,069
Plan servicing credit	21,141	17,884
Total Additions	<u>6,881,730</u>	<u>8,633,368</u>
Deductions:		
Distributions to participants	3,242,695	2,784,366
Administrative expenses	52,890	40,282
Total Deductions	<u>3,295,585</u>	<u>2,824,648</u>
Change in Net Assets Available for Benefits	3,586,145	5,808,720
Net Assets Available for Benefits, Beginning of Year	<u>42,203,022</u>	<u>36,394,302</u>
Net Assets Available for Benefits, End of Year	<u>\$ 45,789,167</u>	<u>\$ 42,203,022</u>

See notes to financial statements.

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

May 31, 2025 and 2024

NOTE A — DESCRIPTION OF THE PLAN

The following brief description of the Interlochen Center for the Arts Retirement Plan (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan document for more complete information.

General

The Plan is a defined contribution profit-sharing plan established under section 401(a) of the Internal Revenue Code (the “IRC”) covering all employees of the Interlochen Center for the Arts and the Interlochen Arts Group (collectively, the “Participating Employers”) who have qualified by working a minimum of 1,000 hours in the preceding 12 months, representing one year of eligibility service. Participation in the Plan begins on June 1 of the Plan year nearest to the date that the employee has met the requirement. The Plan, which became effective September 1, 1976 and was restated June 1, 2022, is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). The Interlochen Center for the Arts (“ICA”) is the Plan administrator.

Participating Employers

ICA is a non-profit corporation under section 501(c)(3) of the IRC. ICA is the sole member of two other IRC section 501(c)(3) non-profit corporations: the Interlochen Arts Camp (the “Camp”) and the Interlochen Arts Group (the “Group”), both of which were formed on a non-stock, membership basis. The Group is a participating employer in the Plan. The Camp is not a participating employer in the Plan.

Contributions

The Participating Employers may make a discretionary contribution to the Plan as approved by ICA’s Board of Trustees. Contributions are based on a percentage of each participant’s compensation. Contributions for the years ended May 31, 2025 and 2024 totaled 11 percent of Plan participants’ compensation. The Plan does not allow participant contributions.

Participant Accounts

Each participant’s account is credited with an allocation of the Participating Employers’ contribution and Plan earnings, reduced by funds used to purchase, where applicable, an allocated insurance contract, and charged with an allocation of administrative expenses. Allocations are based on the participant’s compensation 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.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

May 31, 2025 and 2024

NOTE A — DESCRIPTION OF THE PLAN (CONTINUED)

Investment Options

Plan participants may direct contributions in any of several investment options. These investment options are offered by the Teachers Insurance and Annuity Association – College Retirement Equities Fund (“TIAA-CREF”). TIAA-CREF and Metropolitan Life Insurance Company (“MetLife”) are the Plan’s custodians.

Distributions

Distributions from the Plan are made to participants or their beneficiaries based on the participant’s vested account balance upon termination of employment, retirement, disability, or death. The Plan specifies a schedule of vesting based on credited years of service (as defined by the Plan document). A participant becomes 100 percent vested upon three years of credited service. A participant also becomes 100 vested upon normal retirement (age 65), death, or disability. Early retirement is allowed at age 55; however, the distribution is subject to the participant’s vested account balance. Distributions may be received in the form of a lump sum, installment payments, or annuity payments. Certain amounts invested in the Teachers Insurance and Annuity Association (“TIAA”) Traditional Annuity group annuity contract may not be distributed in a lump sum, as detailed in the following section.

Redemption Restrictions

Certain contracts under the TIAA Traditional Annuity investment have limits on the ability of the participant to transfer or withdraw from the account. Transfers from the Retirement Annuity (“RA”), Transfer Payout Annuity (“TPA”), and Group Retirement Annuity (“GRA”) contracts must be paid out in 10 annual installments. Withdrawals from the RA contract must be paid out in 10 annual installments. Withdrawals from the GRA contract are available within 120 days after termination of employment, subject to a 2.5 percent surrender charge; otherwise, they must be paid over 10 annual installments or 84 monthly systematic payments. Withdrawals from the TPA contract must be paid out in 10 annual installments. The remaining contracts under the TIAA Traditional Annuity investment do not have restrictions related to transfers and withdrawals.

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

May 31, 2025 and 2024

NOTE A — DESCRIPTION OF THE PLAN (CONTINUED)

Vesting

Participants with less than three years of vesting service as of June 1, 2016 become vested in their employer contributions according to the following schedule:

<u>Years of Service</u>	<u>Percentage Vested</u>
Less than 1	-0- %
1-2	10
2-3	30
3 or more	100

All eligible employees hired on or after June 1, 2016 become vested in their employer contributions according to the following schedule:

<u>Years of Service</u>	<u>Percentage Vested</u>
Less than 3	-0- %
3 or more	100

Forfeitures

If a participant is not fully vested on his or her termination date, the nonvested balance is forfeited. Forfeitures are generally applied against future employer contributions. The Participating Employers' discretionary contribution was not reduced by forfeited nonvested accounts during the years ended May 31, 2025 or 2024. There was no balance in the forfeited nonvested accounts as of May 31, 2025 or 2024.

NOTE B — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

May 31, 2025 and 2024

NOTE B — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investments

The Plan's investments are stated at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price).

The Plan's investments are valued as follows:

- Shares of registered investment companies, other than TIAA Access Funds, and units of money market funds are valued at quoted market prices, which represent the net asset value of shares held by the Plan as of the end of the year.
- The TIAA Traditional Annuity is a guaranteed annuity account issued by TIAA that invests in the general assets of TIAA and is offered through a variety of contracts, including RA, GRA, Supplemental Retirement Annuities ("SRA"), Group Supplemental Retirement Annuities ("GSRA"), Retirement Choice ("RC"), and Retirement Choice Plus ("RCP") annuities, Individual Retirement Accounts, and Keoghs. TIAA considers RA, TPA, and GRA contracts to be non-benefit responsive. However, since there are no specific securities in TIAA's general account related to these contracts, for all contracts, contract value is the best estimate of fair value. Contract value represents the principal invested plus interest earned, less any withdrawals.
- Life insurance contracts are stated at fair value, based on the cash surrender value.
- Investments in TIAA Access Funds are stated at their estimated net asset value, which is computed by TIAA-CREF periodically to give effect to net realized gains or losses and changes in the fair value of fund assets. The fair value for the underlying investments held by these funds is based on the market prices of the underlying investments, or similar investments where market values are not available.
- Investments in pooled separate accounts are valued at the net asset value per share (or its equivalent) of the funds, which is valued based on the fair values of the underlying assets. These assets consist primarily of rental property subject to long-term leases. The net asset value has been estimated on the basis of future rental receipts and estimated residual values discounted at interest rates commensurate with the risks involved.

Purchases and sales of securities are reflected on a trade-date basis. Gains and losses on sales of securities are based on average cost. Dividend income of the investment accounts is recorded on the ex-dividend date. Net appreciation and depreciation include gains and losses on investments bought and sold, as well as held, during the year.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

May 31, 2025 and 2024

NOTE B — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Fair Value Measurements

The Plan uses fair value measurements in the preparation of its financial statements, which utilize various inputs, including those that can be readily observable, corroborated, or are generally unobservable. The Plan utilizes market-based data and valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. Additionally, the Plan applies assumptions that market participants would use in pricing an asset or liability, including assumptions about risk.

The measurement of fair value includes a hierarchy based on the quality of inputs used to measure fair value. Financial assets and liabilities are categorized into this three-level fair value hierarchy based on the inputs to the valuation technique. The fair value hierarchy gives the highest priority to quoted prices in active markets for identical assets and liabilities and the lowest priority to unobservable inputs.

The various levels of the fair value hierarchy are described as follows:

- Level 1 — Financial assets and liabilities whose values are based on unadjusted quoted market prices for identical assets and liabilities in an active market that the Plan has the ability to access
- Level 2 — Financial assets and liabilities whose values are based on quoted prices in markets that are not active or model inputs that are observable for substantially the full term of the asset or liability
- Level 3 — Financial assets and liabilities whose values are based on prices or valuation techniques that require inputs that are both unobservable and significant to the overall fair value measurement

The use of observable market data, when available, is required in making fair value measurements. When inputs used to measure fair value fall within different levels of the hierarchy, the level within which the fair value measurement is categorized is based on the lowest level input that is significant to the fair value measurement.

Contributions

Discretionary employer contributions are recorded in the period that contributions are made, generally in November of each year.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

May 31, 2025 and 2024

NOTE B — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Payment of Distributions

Distributions to Plan participants are recorded when paid.

Administrative Expenses

Various administrative expenses associated with the Plan are paid by the Participating Employers.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, as well as disclosure of contingent assets and liabilities, at the date of the financial statements, and the reported amounts of changes in net assets during the reporting period. Actual results could differ from those estimates.

Risks and Uncertainties

The Plan invests in various investment securities, such as registered investment companies, group annuity contracts, money market funds, life insurance contracts, and pooled separate accounts. Investment securities in general are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the value of investment securities will occur in the near term and that such change could materially affect the amounts reported in the financial statements.

Subsequent Events

The Plan's management has evaluated subsequent events through January 16, 2026, the date that the accompanying financial statements were available to be issued.

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

May 31, 2025 and 2024

NOTE C — INVESTMENTS AND FAIR VALUE

The following contains a summary of information regarding the Plan, included in the Plan’s financial statements, that was obtained or derived from information provided to the Plan administrator, and was certified as complete and accurate, by TIAA-CREF, a custodian of the Plan. Information included in the supplemental schedule of assets (held at end of year), except for the information regarding the life insurance contracts, was also obtained from, and certified as complete and accurate by, TIAA-CREF.

Assets certified by TIAA-CREF, as well as the Plan’s fair value hierarchy for those assets that are measured at fair value on a recurring basis, as of May 31, 2025 and 2024 are summarized as follows:

		<u>Fair Value Measurements</u>				
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total	Balances Certified by TIAA-CREF
2025						
Assets:						
Investments at fair value:						
	Registered investment companies, other than Access Funds	\$ 36,480,867	\$ -0-	\$ -0-	\$ 36,480,867	\$ 36,480,867
	Group annuity contracts			5,565,139	5,565,139	5,565,139
	Money market funds	927,214			927,214	927,214
	Life insurance contracts			62,043	62,043	-0-
	Total Investments at Fair Value	\$ 37,408,081	\$ -0-	\$ 5,627,182	43,035,263	42,973,220
Investments measured at net asset value:						
	Registered investment companies – Access Funds				2,191,879	2,191,879
	Pooled separate accounts				562,025	562,025
	Total Investments Measured at Net Asset Value				2,753,904	2,753,904
	Total Investments				\$ 45,789,167	\$ 45,727,124

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

May 31, 2025 and 2024

NOTE C — INVESTMENTS AND FAIR VALUE (CONTINUED)

	Fair Value Measurements			Total	Balances Certified by TIAA-CREF
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)		
2024					
Assets:					
Investments at fair value:					
Registered investment companies, other than Access Funds	\$ 32,136,794	\$ -0-	\$ -0-	\$ 32,136,794	\$ 32,136,794
Group annuity contracts			6,260,189	6,260,189	6,260,189
Money market funds	1,062,438			1,062,438	1,062,438
Life insurance contracts			75,641	75,641	-0-
Total Investments at Fair Value	\$ 33,199,232	\$ -0-	\$ 6,335,830	39,535,062	39,459,421
Investments measured at net asset value:					
Registered investment companies – Access Funds				2,170,100	2,170,100
Pooled separate accounts				497,860	497,860
Total Investments Measured at Net Asset Value				2,667,960	2,667,960
Total Investments				\$ 42,203,022	\$ 42,127,381

Investment income certified by TIAA-CREF for the years ended May 31, 2025 and 2024 is as follows:

	<u>2025</u>	<u>2024</u>
Net appreciation in fair value of investments	\$ 3,268,782	\$ 5,665,441
Interest and dividend income	882,706	636,297
	\$ 4,151,488	\$ 6,301,738

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

May 31, 2025 and 2024

NOTE C — INVESTMENTS AND FAIR VALUE (CONTINUED)

Unobservable inputs related to the Plan’s Level 3 assets as of May 31, 2025 and 2024 are as follows:

	Fair Value	Valuation Technique	Unobservable Input	Range (Weighted Average)	
2025					
Group annuity contracts:					
TIAA Traditional Annuity	\$5,565,139	Discounted cash flow	Risk-adjusted discount rate applied	RA	3.65% – 6.50%
				SRA	3.00% – 5.75%
		Theoretical transfer (exit value)		GRA	3.65% – 6.50%
			GSRA	3.00% – 5.75%	
			RC	3.90% – 6.75%	
				RCP	3.15% – 6.00%
Life insurance contracts	62,043	Contract value	Cash surrender value	\$30,616– \$31,427 (\$31,022)	
2024					
Group annuity contracts:					
TIAA Traditional Annuity	\$6,260,189	Discounted cash flow	Risk-adjusted discount rate applied	RA	4.00% – 6.75%
				SRA	3.25% – 6.00%
		Theoretical transfer (exit value)		GRA	4.00% – 6.75%
			GSRA	3.25% – 6.00%	
			RC	4.25% – 7.00%	
				RCP	3.50% – 6.25%
Life insurance contracts	75,641	Contract value	Cash surrender value	\$10,395– \$33,042 (\$25,214)	

TIAA Traditional Annuity account balances are reported at contract value. The contract value is the aggregation of contributions, plus interest, less withdrawals, if any. Crediting rates are a combination of a guaranteed rate and an annually established discretionary rate. Additionally, the discretionary rate applied to contributions received during a reporting period may vary from the discretionary rate applied to account balances at the end of the prior reporting period. The contract value approximates a discounted cash flow value calculated using an appropriate risk-adjusted market discount rate which correlates closely with the TIAA Traditional Annuity’s historical crediting rates. TIAA has concluded that the fair value of the TIAA Traditional Annuity does not differ significantly from contract value.

Generally, there are not any events that could limit the ability of the Plan to transact at contract value with payments made within 90 days or, in rare circumstances, paid over time. There are not any events that allow the issuer to terminate the contract and which require the Plan sponsor to settle at an amount different than the contract value paid either within 90 days or over time.

The life insurance contracts are individual life insurance contracts issued by MetLife. These policies were purchased prior to October 1, 2009, and no new policies were permitted after that date. The life insurance contracts are stated at fair value, based on their cash surrender value.

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

May 31, 2025 and 2024

NOTE C — INVESTMENTS AND FAIR VALUE (CONTINUED)

The Plan holds shares or interests in TIAA Access Funds for which the fair value of the investments held is estimated based on the net asset value per share (or its equivalent) of these registered investment companies.

There were no unfunded commitments or trading restrictions on the TIAA Traditional Annuity account or the TIAA Access Funds.

A summary of certain changes in the fair value of the Plan's Level 3 assets measured at fair value on a recurring basis for the years ended May 31, 2025 and 2024 is as follows:

	Group Annuity Contracts	Life Insurance Contracts	Total
2025			
Purchases	\$ 1,171,483	\$ -0-	\$ 1,171,483
Sales	2,062,082		2,062,082
2024			
Purchases	\$ 248,883	\$ -0-	\$ 248,883
Sales	235,025		235,025

There were no transfers of assets into or out of Level 3 during the years ended May 31, 2025 or 2024.

NOTE D — PLAN TERMINATION

Although they have expressed no intention to do so, the Participating Employers have the right under the Plan to discontinue their contributions at any time and to terminate the Plan, subject to the provisions of ERISA. In the event of Plan termination, the assets will be valued in accordance with the Plan as of the termination date, and such amounts will become nonforfeitable. In no event shall the Plan return any amounts to the Participating Employers. All plan participants become 100 percent vested in the Plan at termination. The trustees shall distribute all assets remaining in the Plan, after payment of any expenses properly chargeable against the Plan, to the participants in accordance with the value of the units credited to those participants as of the date of termination.

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

May 31, 2025 and 2024

NOTE E — INCOME TAX STATUS

The Plan has adopted a volume submitter plan sponsored by TIAA-CREF. The volume submitter plan has received an opinion letter dated October 7, 2020 from the Internal Revenue Service as to the volume submitter plan's qualified status. The volume submitter plan opinion letter has been relied upon by the Plan. The Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. In addition, the Plan administrator is not aware of any uncertain tax positions or unrecognized tax benefits as of May 31, 2025 or 2024. Therefore, no provision for income taxes has been included in the Plan's financial statements.

NOTE F — PARTY-IN-INTEREST TRANSACTIONS

The Plan's assets include investment funds managed by TIAA-CREF and MetLife, or their affiliates. TIAA-CREF and MetLife are custodians and recordkeepers for the Plan. Therefore, these transactions qualify as party-in-interest transactions.

SUPPLEMENTARY INFORMATION

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN
(Federal Employer Identification Number: 38-1689022; Plan Number: 001)

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

(Form 5500, Schedule H, Item 4i)

May 31, 2025

Party-in-Interest	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment (Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value)	Cost	Current Value
	Registered Investment Companies:			
	College Retirement Equities Fund ("CREF") and other funds valued at quoted prices in active markets:			
*	CREF Stock Fund	3,472 shares	(a)	\$ 3,245,317
*	CREF Money Market Fund	18,492 shares	(a)	547,928
*	CREF Social Choice Fund	4,562 shares	(a)	1,727,177
*	CREF Bond Market Fund	3,392 shares	(a)	456,527
*	CREF Global Equities Fund	4,397 shares	(a)	1,553,340
*	CREF Growth Fund	7,146 shares	(a)	3,658,551
*	CREF Equity Index Fund	3,289 shares	(a)	1,666,278
*	CREF Inflation-Linked Bond Fund	1,356 shares	(a)	116,594
	Allspring Small Companies Growth Fund, Institutional Class	1,603 shares	(a)	52,283
	American Funds Europacific Growth Fund, Class R5	8,921 shares	(a)	530,691
	DFA Real Estate Securities Fund, Class I	3,401 shares	(a)	138,776
	DFA U.S. Sustainability Core Fund, Class I	10,318 shares	(a)	466,488
	Dodge & Cox Income Fund	11,836 shares	(a)	148,665
	Harbor Capital Appreciation Fund, Institutional Class	7,068 shares	(a)	815,986
	Macquarie Small Cap Value Fund, Class R6	676 shares	(a)	45,457
	PIMCO Research Affiliates Equity U.S. Fund, Institutional Class	31,813 shares	(a)	421,844
	Vanguard 500 Index Fund, Admiral Class	5,827 shares	(a)	3,184,755
	Vanguard Inflation-Protected Securities, Admiral Class	7,803 shares	(a)	181,574
	Vanguard Mid-Cap Index Fund, Admiral Class	1,214 shares	(a)	406,418
	Vanguard Small Cap Index Fund, Admiral Class	3,746 shares	(a)	409,603
	Vanguard Total Bond Market Index Fund, Admiral Class	24,596 shares	(a)	235,136
	Vanguard Total International Stock Index Fund, Admiral Class	26,649 shares	(a)	958,549
	Vanguard Target Retirement 2020 Fund, Investor Shares	25,064 shares	(a)	689,263
	Vanguard Target Retirement 2025 Fund, Investor Shares	85,748 shares	(a)	1,671,224
	Vanguard Target Retirement 2030 Fund, Investor Shares	51,139 shares	(a)	2,023,587
	Vanguard Target Retirement 2035 Fund, Investor Shares	64,855 shares	(a)	1,628,508
	Vanguard Target Retirement 2040 Fund, Investor Shares	56,801 shares	(a)	2,574,789
	Vanguard Target Retirement 2045 Fund, Investor Shares	71,165 shares	(a)	2,218,931
	Vanguard Target Retirement 2050 Fund, Investor Shares	42,459 shares	(a)	2,230,800

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN
(Federal Employer Identification Number: 38-1689022; Plan Number: 001)

SCHEDULE OF ASSETS (HELD AT END OF YEAR) (CONTINUED)
(Form 5500, Schedule H, Item 4i)

May 31, 2025

Party-in-Interest	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment (Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value)	Cost	Current Value
Registered Investment Companies (continued):				
CREF and other funds valued at quoted prices in active markets (continued):				
	Vanguard Target Retirement 2055 Fund, Investor Shares	19,003 shares	(a)	\$ 1,113,935
	Vanguard Target Retirement 2060 Fund, Investor Shares	12,538 shares	(a)	677,303
	Vanguard Target Retirement 2065 Fund, Investor Shares	5,598 shares	(a)	198,391
	Vanguard Target Retirement 2070 Fund, Investor Shares	750 shares	(a)	21,090
	Vanguard Target Retirement Income Fund, Investor Shares	34,427 shares	(a)	465,109
				36,480,867
Teachers Insurance and Annuity Association ("TIAA") Access Funds measured at net asset value as a practical expedient:				
*	TIAA Access Core Equity Fund, Class T4	374 shares	(a)	53,210
*	TIAA Access International Equity Fund, Class T4	5,739 shares	(a)	245,116
*	TIAA Access Mid-Cap Growth Fund, Class T4	581 shares	(a)	51,329
*	TIAA Access Mid-Cap Value Fund, Class T4	1,616 shares	(a)	117,691
*	TIAA Access Real Estate Securities Fund, Class T4	1,609 shares	(a)	82,754
*	TIAA Access Small Cap Blended Index Fund, Class T4	966 shares	(a)	71,371
*	TIAA Access Quantity Small Cap Equity Fund, Class T4	615 shares	(a)	52,191
*	TIAA Access Large Cap Responsible Fund, Class T4	177 shares	(a)	20,335
*	TIAA Access Core Bond Plus Fund, Class T4	1 share	(a)	59
*	TIAA Access Large Cap Value Fund, Class T4	2,676 shares	(a)	205,707
*	TIAA Access Large Cap Growth Fund, Class T4	215 shares	(a)	37,891
*	TIAA Access Lifecycle 2010 Fund, Class T4	194 shares	(a)	10,744
*	TIAA Access Lifecycle 2020 Fund, Class T4	803 shares	(a)	47,101
*	TIAA Access Lifecycle 2025 Fund, Class T4	1,666 shares	(a)	102,564
*	TIAA Access Lifecycle 2030 Fund, Class T4	2,466 shares	(a)	159,762
*	TIAA Access Lifecycle 2035 Fund, Class T4	3,310 shares	(a)	229,909
*	TIAA Access Lifecycle 2040 Fund, Class T4	3,309 shares	(a)	249,276
*	TIAA Access Lifecycle 2045 Fund, Class T4	3,044 shares	(a)	231,791
*	TIAA Access Lifecycle 2050 Fund, Class T4	780 shares	(a)	59,655
*	TIAA Access Lifecycle Retirement Income Fund, Class T4	3,087 shares	(a)	163,423
				2,191,879
				\$ 38,672,746

INTERLOCHEN CENTER FOR THE ARTS RETIREMENT PLAN
(Federal Employer Identification Number: 38-1689022; Plan Number: 001)

SCHEDULE OF ASSETS (HELD AT END OF YEAR) (CONTINUED)
(Form 5500, Schedule H, Item 4i)

May 31, 2025

Party-in-Interest	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment (Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value)	Cost	Current Value
	Group Annuity Contracts:			
*	TIAA Traditional Annuity	Contract #346228	(a)	<u>\$ 5,565,139</u>
	Money Market Funds:			
	Vanguard Federal Money Market Fund	927,214 units	(a)	<u>927,214</u>
	Life Insurance Contracts:			
*	Metropolitan Life Insurance Company	Contract #7471994	(a)	30,616
*	Metropolitan Life Insurance Company	Contract #7537361	(a)	<u>31,427</u>
				<u>62,043</u>
	Pooled Separate Accounts:			
*	TIAA Real Estate Account	1,199 units	(a)	<u>562,025</u>
				<u><u>\$ 45,789,167</u></u>

(a) — These are participant-directed investments; therefore, the cost is not required to be reported.

There were no investment assets reportable as acquired and disposed of during the year ended May 31, 2025.

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

Name of Plan:

► Interlochen Center For The Arts Retirement Plan

Employer Identification Number: ►

38-1689022

For plan year (beginning/ending): ►

6/1/2024 to 5/31/2025

Plan number: ► 001

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
*	College Retirement Equities Fund variable annuities	TIAA Traditional Non Benefit Responsive		\$ 4,665,246.96
*	College Retirement Equities Fund variable annuities	TIAA Traditional Non Benefit Responsive 2		\$ 899,891.55
*	College Retirement Equities Fund variable annuities	CREF Stock R1		\$ 3,245,317.21
*	College Retirement Equities Fund variable annuities	CREF Money Market R1		\$ 547,927.83
*	College Retirement Equities Fund variable annuities	CREF Social Choice R1		\$ 1,727,177.07
*	College Retirement Equities Fund variable annuities	CREF Global Equities R1		\$ 1,553,339.82
*	College Retirement Equities Fund variable annuities	CREF Growth R1		\$ 3,658,551.07
*	College Retirement Equities Fund variable annuities	CREF Equity Index R1		\$ 1,666,277.65
*	College Retirement Equities Fund variable annuities	CREF Inflation-Linked Bond R1		\$ 116,594.07
*	College Retirement Equities Fund variable annuities	TIAA Real Estate		\$ 562,025.01
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Core Pl Bd T4		\$ 59.00
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Core Equity T4		\$ 53,209.77
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Intl Equity T4		\$ 245,115.74
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc Rt Inc T4		\$ 163,422.64
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Lrg Cap Gr T4		\$ 37,891.04
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Lrg Cap Val T4		\$ 205,707.44
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2010 T4		\$ 10,743.96
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2020 T4		\$ 47,101.02
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2025 T4		\$ 102,563.87
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2030 T4		\$ 159,762.26
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2035 T4		\$ 229,908.71
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2040 T4		\$ 249,275.52
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2045 T4		\$ 231,790.67
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2050 T4		\$ 59,654.82
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Qnt MdCpGrw T4		\$ 51,328.68
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Mid Cap Val T4		\$ 117,691.26
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv REstSecSel T4		\$ 82,754.24
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Sm Cp Bl lx T4		\$ 71,370.86
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Qt Sm Cp Eq T4		\$ 52,190.98
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LgCp Res Eq T4		\$ 20,335.03
*	College Retirement Equities Fund variable annuities	CREF Core Bond R1		\$ 456,527.14
	College Retirement Equities Fund variable annuities	Vanguard 500 Idx Adm		\$ 3,184,757.49
	College Retirement Equities Fund variable annuities	Vanguard Federal Money Mkt Inv		\$ 927,213.87
	College Retirement Equities Fund variable annuities	Vanguard Infl Protect Sec Adm		\$ 181,574.33
	College Retirement Equities Fund variable annuities	Vanguard Small-Cap Idx Adm		\$ 409,602.87
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2020		\$ 689,263.16
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2025		\$ 1,671,223.64
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2030		\$ 2,023,587.21
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2035		\$ 1,628,508.07
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2040		\$ 2,574,788.92
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2045		\$ 2,218,931.15
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2050		\$ 2,230,800.38
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2055		\$ 1,113,934.55
	College Retirement Equities Fund variable annuities	Vanguard Target Retire Income		\$ 465,109.18
	College Retirement Equities Fund variable annuities	Vanguard Ttl Bd Mkt Idx Adm		\$ 235,135.65
	College Retirement Equities Fund variable annuities	Vanguard Mid-Cap Idx Adm		\$ 406,417.52
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2060		\$ 677,302.76
	College Retirement Equities Fund variable annuities	Harbor Capital Appreciatn Inst		\$ 815,986.36
	College Retirement Equities Fund variable annuities	Allspring Small Co Growth Inst		\$ 52,283.34
	College Retirement Equities Fund variable annuities	Vanguard Ttl Intl Stk Idx Adm		\$ 958,548.74
	College Retirement Equities Fund variable annuities	DFA Real Estate Sec Port Inst		\$ 138,775.71
	College Retirement Equities Fund variable annuities	DFA US Sustainability Core 1		\$ 466,488.32
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2065		\$ 198,391.03
	College Retirement Equities Fund variable annuities	American Funds Eurpacf Grw R5E		\$ 530,691.04
	College Retirement Equities Fund variable annuities	Macquarie Small Cap Value R6		\$ 45,456.80
	College Retirement Equities Fund variable annuities	PIMCO RAE US Institutional Sh		\$ 421,843.71
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2070		\$ 21,089.67
	College Retirement Equities Fund variable annuities	Dodge & Cox Income Fund - CI X		\$ 148,665.05
	TIAA Total			\$ 45,727,123
*	Metlife	MetLife Policies issued by New England Mutual Life Insurance Company		\$ 62,043
	Grand Total			\$ 45,789,167