Colorado Retirement Association

Financial Report
with Supplementary Information
June 30, 2025

Colorado Retirement Association

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Littleton, CO 80120
cra-online.org
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December 4, 2025

To the Members of the Retirement Association:

It is with great pleasure that I have attached the annual financial report of Colorado Retirement Association (CRA), formerly CCOERA, for the fiscal years ended June 30, 2025 and 2024. The June 30, 2025 financial statements contained in the annual financial report were audited by Plante Moran.

CRA has continued to operate smoothly and efficiently throughout the changes over the past year and currently has approximately 250 member employers and 32,900 participants. As many of you are aware, the plan is governed by a seven-member Board of Directors. Through the efforts of the Board and staff I hope that this will be an understandable report containing relevant information that will enable employers and participants to better evaluate the CRA plans.

As always, if you have any specific questions about the financial statements, or general questions of the Retirement Association, please feel free to contact our offices.

Sincerely,

Timothy Mullen

Timothy J. Mullen
Executive Director

Contents

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Independent Auditor's Report

To the Board of Directors
Colorado Retirement Association

Opinion

We have audited the financial statements of Colorado Retirement Association (the "Association") as of and for the years ended June 30, 2025 and 2024 and the related notes to the financial statements, which collectively comprise the Association's basic financial statements, as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the respective fiduciary net position of the Association as of June 30, 2025 and 2024 and the respective changes in fiduciary net position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audits of the Financial Statements* section of our report. We are required to be independent of the Association 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 audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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 Association's ability to continue as a going concern for 12 months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor’s Responsibilities for the Audits of the Financial Statements

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 audits conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

To the Board of Directors
Colorado Retirement Association

In performing audits in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audits 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 Association's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Association's ability to continue as a going concern for a reasonable period of time.

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 audits.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, which considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audits of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements that collectively comprise the Association's basic financial statements. The supplementary information, as identified in the table of contents, is presented for the purpose of additional analysis and is not a required part of the basic financial statements. 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 basic financial statements. The information has been subjected to the auditing procedures applied in the audits of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the supplementary information is fairly stated in all material respects in relation to the basic financial statements as a whole.

Plante & Moran, PLLC

December 4, 2025

Overview of the Financial Statements

Management's discussion and analysis is intended to provide a narrative introduction and overview to the Colorado Retirement Association (the "Association") financial statements for the years ended June 30, 2025 and 2024. The Association is the trustee of the Association Retirement Plan (the "Retirement Plan") and the Association Deferred Compensation Plan (the "Deferred Compensation Plan") (collectively, the "Plans"). Please read this discussion and analysis in conjunction with the financial statements and notes to the financial statements.

The Association's financial statements consist of the Statement of Fiduciary Net Position, Statement of Changes in Fiduciary Net Position, and Notes to Financial Statements. These financial statements report information about the Plans as a whole and about their financial condition that should help answer the question: Are the Plans as a whole better off or worse as a result of this year's activities? The net position restricted for pension benefits is one means of assessing the financial health of an organization, looking to the assets that the fiduciary funds have, compared to the liabilities against those assets. With the Association, it is a means of determining whether the assets are sufficient to pay retirement benefits. Due to the nature of the Plans, the retirement benefits are 100% funded, meaning that currently there are sufficient assets to pay retirement benefits. The statement of changes in fiduciary net position provides a view of the current year's additions and deductions to the Association. The Notes to Financial Statements provide additional information relative to the financial statements that is essential for a full understanding of the data provided in the Association's financial statements.

Financial Analysis

Comparative Financial Information

Statement of Fiduciary Net Position

	June 30		
	2025	2024	Percent Change
Assets			
Cash and cash equivalents	$ 5,700,388	$ 5,438,442	4.8%
Participant notes receivable	25,000,471	22,305,030	12.1%
Investments	2,777,478,504	2,475,624,296	12.2%
Other assets	952,272	893,637	6.6%
Total assets	2,809,131,635	2,504,261,405	12.2%
Liabilities and Net Position			
Accounts payable and accrued liabilities	668,755	812,198	-17.7%
Net position restricted for pension benefits	**$2,808,462,880**	**$2,503,449,207**	12.2%

	June 30		
	2024	2023	Percent Change
Assets			
Cash and cash equivalents	$ 5,438,442	$ 289,072	1781.3%
Participant notes receivable	22,305,030	21,622,235	3.2%
Investments	2,475,624,296	2,169,393,025	14.1%
Other assets	893,637	944,281	-5.4%
Total assets	2,504,261,405	2,192,248,613	14.2%
Liabilities and Net Position			
Accounts payable and accrued liabilities	812,198	800,592	1.4%
Net position restricted for pension benefits	**$2,503,449,207**	**$2,191,448,021**	14.2%

Financial Analysis

Comparative Financial Information (Continued)

Statement of Changes in Fiduciary Net Position

	For the Years Ended June 30		
	2025	2024	Percent Change
Additions			
Member employer contributions	$ 80,514,297	$ 70,534,818	14.1%
Participant contributions	100,710,304	92,166,827	9.3%
Participant rollovers	29,682,611	28,773,014	3.2%
Interest and other	2,180,960	1,790,830	21.8%
Total additions	213,088,172	193,265,489	10.3%
Investment income	296,725,262	298,827,362	-0.7%
Deductions			
Participants' benefit distributions	197,270,816	173,063,747	14.0%
Plan-to-plan transfers	2,960,505	2,435,656	21.5%
Administrative expenses	4,568,440	4,592,262	-0.5%
Total deductions	204,799,761	180,091,665	13.7%
Increase in net position restricted for pension benefits	305,013,673	312,001,186	-2.2%
Net position restricted for pension benefits			
Beginning of year	2,503,449,207	2,191,448,021	14.2%
End of year	**$2,808,462,880**	**$2,503,449,207**	12.2%

Financial Analysis

Comparative Financial Information (Continued)

Statement of Changes in Fiduciary Net Position

	For the Years Ended June 30		
	2024	2023	Percent Change
Additions			
Member employer contributions	$ 70,534,818	$ 58,163,934	21.3%
Participant contributions	92,166,827	86,838,964	6.1%
Participant rollovers	28,773,014	13,518,636	112.8%
Interest and other	1,790,830	1,148,664	55.9%
Total additions	193,265,489	159,670,198	21.0%
Investment income	298,827,362	229,399,255	30.3%
Deductions			
Participants' benefit distributions	173,063,747	165,989,253	4.3%
Plan-to-plan transfers	2,435,656	3,763,252	-35.3%
Administrative expenses	4,592,262	3,803,179	20.7%
Total deductions	180,091,665	173,555,684	3.8%
Increase in net position restricted for pension benefits	312,001,186	215,513,769	44.8%
Net position restricted for pension benefits			
Beginning of year	2,191,448,021	1,975,934,252	10.9%
End of year	**$2,503,449,207**	**$2,191,448,021**	14.2%

Summary of Statement of Fiduciary Net Position

The Association's net position restricted for pension benefits exceeds $2,808,000,000 at June 30, 2025. Assets mainly consist of investments, cash, receivables, and property and equipment. As of June 30, 2025, 12% of the investment assets, or $327,606,067, was invested in the Book Value Fund. Other investment assets of $2,449,872,437 represent investments of $2,393,420,843 in 13 publicly traded mutual funds, 2 collective investment trusts and 15 customized target date portfolios and $56,451,594 invested in self-directed brokerage accounts. The remainder of the Association's assets consists of cash of $5,700,388, participant notes receivable of $25,000,471, net property and equipment of $906,506, and other assets of $45,766. The Association occupies a building and land purchased on January 17, 2008 for a total cost of $1,464,855. The investment gain on the Association's investments was over $296,000,000 during the year ended June 30, 2025.

By way of comparison, as of June 30, 2024, 14% of the investment assets, or $338,809,144 was invested in the Book Value Fund. Other investment assets of $2,136,815,152 represent investments of $2,089,670,508 in 15 publicly traded mutual funds and 12 customized target date portfolios and $47,144,644 invested in self-directed brokerage accounts. The remainder of the Association's assets consists of cash of $5,438,442, participant notes receivable of $22,305,030, net property and equipment of $851,799, and other assets of $41,838. The investment gain on the Association's investments was over $298,000,000 during the year ended June 30, 2024.

As of June 30, 2025, 2024, and 2023, the Association's net position restricted for pension benefits was $2,808,462,880, $2,503,449,207, and $2,191,448,021, representing total assets of $2,809,131,635, $2,504,261,405, and $2,192,248,613, less total liabilities of $668,755, $812,198, and $800,592, respectively. During the fiscal years ended June 30, 2025, 2024, and 2023, the net position restricted for benefits increased 12.2%, 14.2%, and 10.9%, or $305,013,673, $312,001,186, and $215,513,769, respectively. The increase in net position restricted for pension benefits is further explained below in the summary of statements of changes in fiduciary net position.

Summary of Statements of Changes in Fiduciary Net Position

The Association's investment income consists of interest income and investment gains or losses in the market value of its investments. Investments of the Association had a total net investment gain/(loss) of $296,725,262 and $298,827,362 during fiscal years 2025 and 2024, respectively. Of this amount, mutual fund investments increased by approximately $286,000,000 and $288,000,000 in net market value during fiscal years 2025 and 2024, respectively. For the fiscal years ended June 30, 2025, and 2024, where the S&P 500 Index went up 13.7% and 22.70%, respectively, these gains recognized in fiscal years 2025 and 2024 were not unexpected. The remainder of total net investment gain is from Book Value Fund income. Total income earned on the Book Value Fund during fiscal years 2025 and 2024 was approximately $10,000,000 each year.

During the fiscal years ended June 30, 2025, and 2024, the Association incurred $4,568,440 and $4,592,262, respectively, of administrative expenses. The largest component of this amount was for salaries and personnel of $2,455,995 and $2,105,544 for 2025 and 2024, respectively. Other significant expense items included recordkeeping fees, marketing, system maintenance, consultant and investment advisors, legal, administrative, depreciation, and insurance. Recordkeeping fees and system maintenance for 2025 and 2024 were $1,325,162 and $1,777,586, respectively. The Association also incurred consultant and investment advisory expenses of $164,893 and $145,463 for 2025 and 2024, respectively. Other major expenses incurred during 2025 and 2024 were sponsorship and marketing expenses of $100,485 and $83,283; insurance of $92,595 and $87,284; depreciation of $86,129 and $81,796; administrative expenses of $66,454 and $83,772; travel expenses of $86,016 and $64,613; and accounting and auditing of $77,945 and $71,395, respectively.

During the fiscal years ended June 30, 2025, and 2024, contributions to both the Retirement Plan and the Deferred Compensation Plan totaled $210,907,212 and $191,474,659, consisting of $85,514,297 and $70,534,818 in member employer contributions; $100,710,304 and $92,166,827 in participant contributions; and $29,682,611 and $28,773,014 in participant rollovers, respectively. Distributions for the payment of benefits and for plan-to-plan transfers totaled $200,231,321 and $175,499,403 for the fiscal years ended June 30, 2025, and 2024, respectively.

The net impact of the Association's net investment gains and losses, contributions, revenues, distributions, and administrative expenses was a total increase/(decrease) in net position restricted for pension benefits of $305,013,673 and $312,001,186 for the fiscal years ended June 30, 2025, and 2024, respectively.

Economic and Industry Considerations

In fiscal year 2024 (July 2023–June 2024), the U.S. economy grew moderately as it adjusted from the high inflation and rapid interest rate increases of 2023. Real GDP grew through mid-year 2024, driven mainly by consumer spending, while business investment remained uneven amid elevated borrowing costs and tariff uncertainty. Inflation eased to 2.9% from 4.1% in 2023, supported by gradual Fed rate reductions from 5.00% to 4.25% by year-end. The labor market remained stable, and equity markets showed resilience despite ongoing policy and trade volatility, setting the stage for the economic developments observed in 2025.

At the end of Q2 2024, real gross domestic product (GDP) had increased at an annual rate of 2.8%, according to the Bureau of Economic Analysis. In the first quarter of 2025, real GDP decreased 0.5%. However, real GDP increased at an annual rate of 3.3% as of the second quarter of 2025 (June). The upturn in real GDP in the second quarter primarily reflected a downturn in imports and an acceleration in consumer spending that were partly offset by a downturn in investment. According to Deloitte Insights, growth will slow to about 1.5% by Q4 2025 and remain near that level in 2026, driven by tariff pressures and labor market softening.

From mid-2022 through July 2023, the Federal Reserve raised its target federal funds rate by about 350 basis points to reach a peak range of approximately 5.25-5.50%. It held that level until September 2024, when it cut the rate by 50 basis points to 5.00%. Further cuts followed in November and December 2024, bringing the rate down to around 4.25-4.50%. In September 2025, after signs of a cooling labor market and persisting inflation, the Fed lowered the rate by another 25 basis points to a target range of 4.00-4.25%. According to Investopedia's analysis, there is an expectation that the Fed may cut rates by 25 bps two additional times before the end of 2025, assuming continued labor market weakening.

Using Consumer Price Index (CPI) data, the inflation rate was 8.0% for 2022, 4.1% for 2023, and 2.9% for 2024. The Congressional Budget Office is estimating inflation to be 3.1% for 2025 and 2.4% for 2026. To date, it appears the increase in the funding rate has been successful in bringing inflation down from the peak in 2022. The negative impact of raising the Fed rate is the corresponding increase in interest rates for consumers on purchases requiring loans, such as automobiles and houses. The slowdown in consumer spending in these areas affects the economy negatively. The Fed's goal with the recent decrease in the federal funds rate is to stoke the job market and decrease the unemployment rate.

According to Deloitte Insights, business confidence is waning in the face of an uncertain economy. Corporate borrowing rates have come down since 2023 in conjunction with the decrease in the Fed rate, but they still remain higher than pre-pandemic levels. Business spending on equipment grew by almost 25% in Q1 2025 as businesses spent on equipment early to avoid impending tariffs. Spending on such items is expected to decrease as tariffs take effect. As equipment spending wanes at the end of the year, spending on construction, industrial computers, and intellectual property like software and AI are expected to increase. As a result of the wavering business confidence, tariffs taking effect, and interest rates remaining higher than pre-pandemic levels, Deloitte predicts a 0.7% increase in business investment in 2025, down from the 3.7% increase in 2024, followed by a 1.1% increase in 2026 and 4.6% increase in 2027.

Foreign trade is the biggest unknown in the market currently. Tariff details change frequently and are still being battled in the courts. Deloitte anticipates an increase in the average tariffs rate to go from 2.5% in early 2025 to between 14.5% and 24.5% by the end of the year. This could cause an increase in prices for the American consumer without replacement options in the market as American manufacturing infrastructure is built.

Economic and Industry Considerations (continued)

The stock markets have shown immense volatility this year as a result of rapid changes in economic policy. Stock prices plummeted in April 2025 with the announcement of reciprocal tariffs but quickly rebounded as a result of the 90-day pause on those tariffs. The S&P500 then reached an all-time high in September of 2025. This is a result of the Fed's interest rate cuts and recent announcement of investments in AI. Despite the volatility of the day-to-day market, the S&P500 has increased approximately 14% year to date as of October 1, 2025.

The unemployment rate has remained steady in 2025, as the national unemployment rate was 4.3% in August 2025, according to the Bureau of Labor and Statistics. Based on the September Congressional Budget Office report, the unemployment rate is expected to stay around 4.5% in 2025 and fall slightly to 4.2% by the end of 2026.

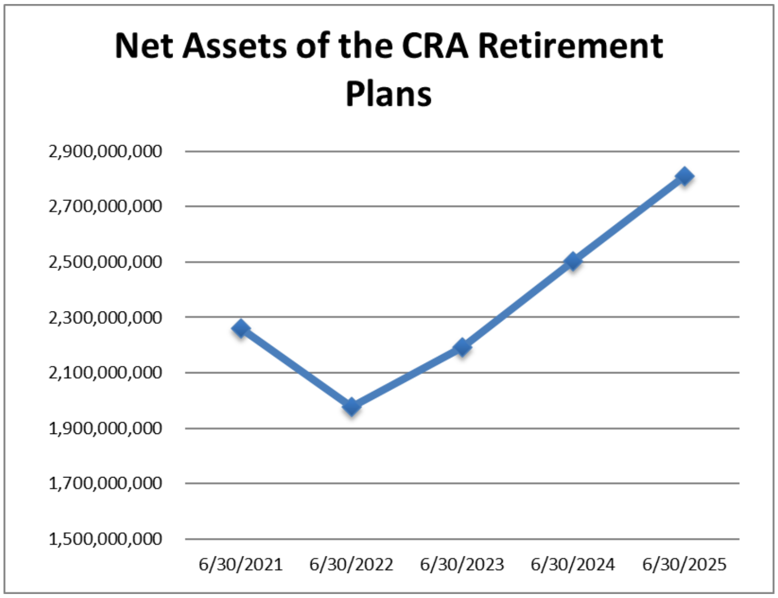
The U.S. economy is expected to grow modestly over the next year, supported by consumer spending and technology investment but constrained by higher tariffs and weaker business confidence. Inflation has eased since 2022, and the Federal Reserve has begun cutting rates to support a cooling labor market. Risks remain elevated, particularly from trade policy uncertainty and rising tariff costs, though equity markets have stayed positive despite volatility. Overall, the economy is likely to stabilize at a slower pace through 2026.

Focusing on Colorado, in 2024 and the first half of 2025, Colorado's economy shifted from solid growth to signs of softening for the first time in many years. Early in 2024, real GDP and personal income grew strongly, around 4–5% year-over-year. This growth was supported by job gains, high labor force participation, and rising wages. By mid-2024, the economy was still growing, but new business filings slowed and dissolutions rose, signaling early stress. Entering 2025, quarterly GDP contracted slightly, job growth weakened, and unemployment climbed toward 4.8%, above recent years. Still, personal income and household spending held up, and business formation showed resilience, with filings increasing through early 2025. Overall, the period marked a transition from strong growth in 2024 to a slower and more uncertain economic environment by mid-2025.

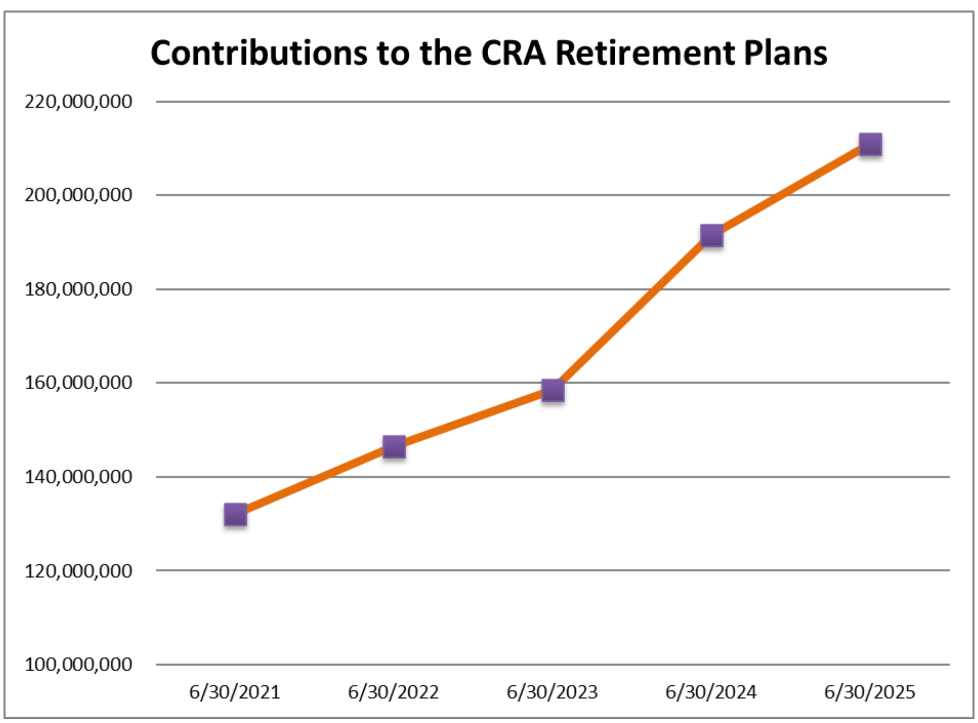
Looking ahead, the Colorado Fiscal Institute notes that Colorado's economy is still expanding, though at a slower pace and with growing uncertainty. National tariffs have strained supply chains in manufacturing, construction, and outdoor recreation, and are expected to keep inflation above 2% into 2026. For the first time in 25 years, Colorado's unemployment rate of 4.8% has remained above the national average of 4.2%, though the Colorado General Assembly projects some easing in 2026. The state's tourism and leisure industries have softened as travel and consumer spending weaken, and retail sales in Colorado declined in 2024 even as national sales grew. While personal income has historically outpaced the U.S. average, inflation-adjusted gains now trail the nation. Housing prices have largely stagnated, offering some relief by offsetting rising costs elsewhere. Overall, the Colorado General Assembly anticipates continued slowing in the economy, with key downside risks centered on inflation and a deteriorating labor market.

Colorado Retirement Association maintains its message to participants to not abandon their long-term focus and disciplined approach to investing along the road to retirement. Although near-term conditions suggest slower growth and heightened uncertainty, history shows that disciplined, long-term investors are rewarded for their patience. Market volatility and economic softening are temporary, while retirement goals are enduring. By staying the course, participants can take confidence in knowing that short-term headwinds do not alter the long-term opportunity to achieve retirement readiness.

The following chart summarizes the growth of the assets in both Association plans over the past five years.



The following chart summarizes the annual contributions to both Association plans over the past five years.



Since July 1, 2006, the Governing Board is comprised of seven members. Its current members are Darius Allen, Tobe Allumbaugh, Meghan Martinez, Jerry DiTullio, David See, Adam Ford and Terri Schafer.

The Association is using the services of Innovest Portfolio Solutions, Inc. ("Innovest") to research and advise the Association of any mutual fund managers in which the participant funds are invested. Innovest constantly monitors and investigates to see if any of the funds are under investigation or are actually being charged in any wrongdoing concerning late trading, short trading, or other questionable activities. The Association is happy to report that as of June 30, 2025, 2024, and 2023, none of the mutual funds that make up its portfolio have been named in any investigations or charges. The Governing Board, through Innovest, will continue to monitor the mutual fund menu very closely.

This financial report is designed to provide the Governing Board and the Plans' participants with a general overview of the Association's finances and to demonstrate the Association's accountability for the money it receives. If you have any questions about this report or need additional financial information, contact the Executive Director at 751 SouthPark Drive, Littleton, Colorado 80120.

Statement of Fiduciary Net Position

June 30, 2025 and 2024

	June 30	
	2025	2024
Assets		
Cash and cash equivalents	$ 5,700,388	$ 5,438,442
Participant notes receivable	25,000,471	22,305,030
Investments:		
Money market fund	32,330,183	24,937,282
Book Value Fund:		
Investment contracts and common collective trust	554,942,564	543,972,609
Investment contracts and common collective trust - portion in target date portfolios	(227,336,497)	(205,163,465)
Total Book Value Fund	327,606,067	338,809,144
Target date portfolios:		
Mutual funds in target date portfolios	1,149,968,886	1,221,534,052
Collective investment trusts in target date portfolios	278,207,666	-
Investment contracts and common collective trust - portion in target date portfolios	227,336,497	205,163,465
Total Target Date Portfolios	1,655,513,049	1,426,697,517
Mutual funds	605,210,107	638,035,709
Collective investment trusts	100,367,504	-
Self-directed brokerage accounts	56,451,594	47,144,644
Total investments	2,777,478,504	2,475,624,296
Other assets:		
Prepaid expenses and other	45,766	41,838
Property and equipment - Net	906,506	851,799
Total other assets	952,272	893,637
Total assets	2,809,131,635	2,504,261,405
Liabilities and Net Position		
Liabilities - Accounts payable and accrued liabilities	668,755	812,198
Net Position - Net position restricted for pension benefits	**$ 2,808,462,880**	**$ 2,503,449,207**

See notes to financial statements

Statement of Changes in Fiduciary Net Position

June 30, 2025 and 2024

	For the Years Ended June 30	
	2025	2024
Additions		
Contributions		
Member employers	$ 80,514,297	$ 70,534,818
Participants	100,710,304	92,166,827
Participant rollovers	29,682,611	28,773,014
Total contributions	210,907,212	191,474,659
Income		
Participants' notes receivable interest	1,871,487	1,512,840
Interest income	309,473	277,990
Total income	2,180,960	1,790,830
Investment income		
Book Value Fund	10,590,776	10,430,366
Dividends, interest, and unrealized and realized gains and losses	286,134,486	288,396,996
Total investment income	296,725,262	298,827,362
Total additions	509,813,434	492,092,851
Deductions		
Participants' benefit distributions	200,231,321	175,499,403
Administrative expenses	4,568,440	4,592,262
Total deductions	204,799,761	180,091,665
Increase in net position restricted for pension benefits	305,013,673	312,001,186
Net position restricted for pension benefits		
Beginning of year	2,503,449,207	2,191,448,021
End of year	**$ 2,808,462,880**	**$ 2,503,449,207**

Note 1 - Nature of Business

Colorado Retirement Association (the "Association") was established in 1968 under 24-54-101 et seq. Colorado Revised Statutes, as amended. The Association was established to serve as trustee and provide continuing administration of a trust fund for retirement benefits of eligible county and municipal officers and county, municipal, and special district employees.

The Association established a defined contribution plan called Colorado Retirement Association Retirement Plan (the "Retirement Plan"), through which contributions of the member employers and the participants' contributions are invested at the participants' direction in a number of investment funds for the benefit of retirement plan participants. In addition to participating in the Retirement Plan, each participant may elect to contribute voluntarily to the Colorado Retirement Association Deferred Compensation Plan (the "Deferred Compensation Plan"), established pursuant to the Internal Revenue Code (IRC) Section 457. Under the Deferred Compensation Plan, a member employer, at the request of the employee, defers payment of a portion of the employee's current eligible compensation. The Retirement Plan and the Deferred Compensation Plan are collectively referred to as the "Plans."

The Association is governed by a seven-member board (the "Governing Board"), which has the fiduciary responsibility for the Plans, selected in accordance with Colorado Revised Statutes. The Governing Board consists of the following members at June 30, 2025: Darius Allen - Alamosa County; Tobe Allumbaugh - Crowley County; Meghan Martinez - Town of Johnstown; Jerry DiTullio - Jefferson County; David See - Jefferson County; Adam Ford - Garfield County; and Terri Schafer - Mile High Flood District.

The Association is not an agency of or subject to any administrative direction of the State of Colorado or any local governments. Accordingly, the Association's financial statements are not included in the financial statements of any other organization.

Any county, municipality, or special district of the state of Colorado, with the consent of the Association, may become a member employer of the Association and participate in the Retirement Plan or Deferred Compensation Plan by adopting it for its officers and employees. The number of association member employers and plan participants was approximately 252 and 32,944, respectively, at June 30, 2025 and 246 and 31,427, respectively, at June 30, 2024.

The Association has accumulated amounts that are designated for administrative operation (the "Association Administration") of the Plans. Upon termination of the Plans, the net position of the Association Administration balance will be distributed to the Association's participants. As of June 30, 2025 and 2024, the Association Administration's net position was $8,575,472 and $7,162,739, respectively.

Note 2 - Description of the Plans and Significant Accounting Policies

The following description of the Plans provides only general information. Participants should refer to the plan agreements for a more complete description of the Plans' provisions.

Retirement Plan

Generally, employees and officers of association member employers are required to participate in the Retirement Plan after the completion of terms of service established by the employer, but participation is optional for all elected officials. The following description of the Retirement Plan provides only general information. Participants should refer to the plan agreement for a more complete description of the Retirement Plan's provisions.

Note 2 - Description of the Plans and Significant Accounting Policies (Continued)

Retirement Plan - Contributions

Employer and employee contributions to the Retirement Plan range from 3 to 12 percent of eligible compensation and are funded on a current basis. Employers may make additional discretionary contributions to the Retirement Plan. Employees may make after-tax voluntary contributions, not to exceed 100 percent of eligible compensation. Participant rollover contributions may also be made to the Retirement Plan if certain criteria are met.

Retirement Plan - Vesting

Participants vest in employer contributions and in the earnings, losses, and changes in the fair value of retirement plan assets at rates ranging from 10 percent per year to immediately 100 percent vested, depending on the vesting schedule adopted by the member employer. Participants are immediately vested 100 percent in their own contributions and earnings. In the event that an association member employer withdraws from the Retirement Plan, all participant balances for that member employer shall become immediately vested at 100 percent.

Retirement Plan - Participant Termination and Forfeitures

Any member employer contribution forfeited by a participant due to termination of employment before becoming fully vested is available to the member county, municipality, or special district to offset against future contributions or to be allocated to remaining participants. Forfeitures removed from participant accounts were $4,559,945 and $4,627,511 for the years ended June 30, 2025 and 2024, respectively. Forfeitures totaling $4,660,240 and $4,264,322 were reallocated to participants during the years ended June 30, 2025 and 2024, respectively. Interest income earned was $57,393 and $41,267 during the years ended June 30, 2025 and 2024, respectively. The balance of this account at June 30, 2025 and 2024 was $1,640,782 and $1,683,684, respectively, and is included in the Book Value Fund on the accompanying statement of fiduciary net position.

Deferred Compensation Plan

Eligible employees of member employers may elect to contribute a portion of their current eligible compensation to the Deferred Compensation Plan, which is subject to limitations by the IRS. These contributions may be made on a pretax or an after-tax basis. Participant rollover contributions may also be made to the Deferred Compensation Plan if certain criteria are met. Participants are immediately 100 percent vested in their own contributions and earnings. Loans are available consistent with the terms of the Retirement Plan.

Participant Notes Receivable

Participants may borrow from the vested portion of their accounts up to a maximum equal to the lesser of $50,000 or 50 percent of their vested account balances, reduced by the highest outstanding loan balance during the past 12 months. The loans bear interest at 1.00 percent over the prime rate published in *The Wall Street Journal* on the first business day of the month before the loan is originated, which ranged from 4.25 to 10.50 percent at June 30, 2025. Principal and interest are paid ratably through payroll deductions, and the loans mature between July 2025 and June 2040. Participant loans are recorded in the financial statements at amortized cost plus accrued interest.

Participant loans, except those taken for the purchase of the participant's principal residence, require amortization of principal and interest over a period not to exceed five years.

Note 2 - Description of the Plans and Significant Accounting Policies (Continued)

Participants' Accounts

Each participant's account is credited or charged with the participant's pretax or after-tax contributions, rollover contributions, employer contributions, distributions, administrative expenses, and net plan investment earnings and losses. Participants may direct the investment of their account balances into various investment options offered by the Plans. If no written direction is received from a participant, the participant's funds are automatically invested in the target date portfolio most closely associated with the participant's age.

The Governing Board allows participants to direct investment decisions through self-directed brokerage accounts. As of June 30, 2025 and 2024, self-directed brokerage accounts are composed of short-term investments, common stock, and mutual funds and other exchange traded funds (see Note 4).

The funds are valued on a daily basis. Participants receiving benefit payments are allocated earnings or losses through the date of the distribution.

Benefit Payments

At retirement or separation from service, each participant in the Plans has the option of leaving his or her vested balance invested in the funds; receiving his or her vested balance in various types of cash payments, either periodic or lump sum; transferring his or her vested balance to an IRA; or requesting that the Association transfer vested balances to other retirement savings plans, as provided by law. The Plans provide for in-service withdrawals to participants who have attained normal retirement age and are no longer eligible to make contributions. A retiring participant also has the option to purchase a retirement annuity with an independent insurance company. The Plans are not involved with such purchase. A participant in the Plans also may elect to transfer funds directly Ito an IRC Section 401(a) defined benefit plan for purchase of service credit, as defined by the plan agreement.

At the sole option of the Association, for participants in the Plans, an immediate lump-sum distribution may be made to a terminated participant if the participant's account balance is $1,000 or less. Additionally, participants in the Deferred Compensation Plan with account balances of $5,000 or less who have not contributed to the Deferred Compensation Plan for the last two years or more and have had no prior distribution may receive their total account balances while still employed, defined as an in-service distribution.

Administrative Expenses

Various administrative costs are paid by the participants.

Plan Termination

The Association may at any time elect to terminate the Plans. In the event of such termination, participants shall become 100 percent vested if they are not already 100 percent vested.

Basis of Presentation

The financial statements of the Association have been prepared on the basis of accounting principles generally accepted in the United States of America (GAAP). The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect amounts reported in the financial statements. Actual results could differ from those estimates.

Basis of Accounting

The accompanying financial statements are prepared using the economic resources measurement focus and the accrual basis of accounting. This basis of accounting is intended to better demonstrate accountability for how the Association has spent its resources.

Note 2 - Description of the Plans and Significant Accounting Policies (Continued)

Fund Accounting

The accompanying financial statements include the accounts of Colorado Retirement Association, which are fiduciary funds: the Retirement Plan, the Deferred Compensation Plan, and the Association Administration. All interfund accounts and transactions have been eliminated.

The Retirement Plan and the Deferred Compensation Plan maintain their investments in separate investment portfolios. The Association Administration's activities and operating assets and liabilities are pooled and recorded in a separate fund.

Annually, the management of the Association Administration prepares a budget not to exceed one-half of 1 percent of the Plans' combined assets. This is presented to the Governing Board for review, discussion, and any proposed modifications. The budget is then adopted, as modified, prior to the beginning of the fiscal year.

Investment Valuation

The Association's investments in mutual funds, collective investment trusts, target date portfolios, and self-directed brokerage accounts are stated at fair value based upon current market quotations. The Book Value Fund invests primarily in investment contracts and collective trust funds that are considered fully benefit responsive (FBRIC). Investment contracts, generally referred to as guaranteed investment contracts, are predominately fixed-rate agreements issued by insurance companies and banks. As of and for the years ended June 30, 2025 and 2024, the average interest crediting rate was 3.41 percent and 3.14 percent, respectively. A FBRIC is an investment contract that provides a guarantee by a financially responsible third party of all principal and accrued interest to any participant exercising his or her right to withdrawal and allows participants the amount they would receive if they were to initiate transactions under the terms of the Plans. Contract value is a relevant measurement attribute for that portion of the net position available for benefits of a defined contribution plan attributable to FBRICs because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Association.

The common collective trust funds, including in the Book Value Fund, are valued at net asset value per share (NAV) (or its equivalent) of the funds, which is based on the fair value of the funds' underlying assets. See Note 4 for additional information.

Income Recognition

Interest is recorded when earned. Dividends are recorded on the ex-dividend date. Investment income represents the dividend income, capital gain distributions, and realized and unrealized gains and losses on the investments. Purchases and sales are recorded on a trade-date basis.

Property and Equipment

Property and equipment over $500 are capitalized and are stated at cost. Depreciation is computed using the straight-line method at rates designed to amortize the costs of the assets over their estimated useful lives.

Income Taxes

The Association has been classified as a nontaxable organization by the IRS under IRC 414(d) and 413(c).

Note 2 - Description of the Plans and Significant Accounting Policies (Continued)

The Plans have been classified as nontaxable by the IRS. In August 2014, the Association received a letter from the IRS informing it that, as amended, the Retirement Plan and related trust are designed in accordance with the applicable sections of the IRC. The IRS has determined and informed the Association by a letter dated April 22, 1993 that the Deferred Compensation Plan and related trust are designed in accordance with the applicable sections of the IRC. The Plans have been amended since receiving the determination letter; however, the Association believes that the Plans are designed and are currently operating in compliance with the applicable requirements of the IRC.

Use of Estimates

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

Subsequent Events

The financial statements and related disclosures include evaluation of events up through and including December 4, 2025, which is the date the financial statements were available to be issued.

Note 3 - Cash and Investments

Cash and cash equivalent accounts of $215,141 and $211,182 as of June 30, 2025 and 2024, respectively, are maintained at a commercial bank located in Colorado. Accounts at the commercial bank are guaranteed by the Federal Deposit Insurance Corporation (FDIC) up to $250,000. The remaining amounts are subject to the state of Colorado's Public Deposit Protection Act (PDPA). All cash accounts are held in a bank that is an eligible public depository bank protected under the PDPA.

At June 30, 2025 and 2024, the Plans have $5,485,210 and $5,227,255, respectively, invested with the Colorado Surplus Asset Fund Trust (CSAFE), which is an investment vehicle established for local governments in Colorado to pool surplus funds. The State Securities Commissioner administers and enforces all state statutes governing CSAFE. CSAFE Core Fund operates similarly to money market funds, and each share is equal in value to $2.00. Investments are limited to those allowed by state statutes. A designated custodial bank provides safekeeping and depository services in connection with the direct investment and withdrawal functions. The custodian’s internal records identify the investments owned by the participating governments. The rating is AAAf, as per Fitch, and has a maturity within one year. The Plans' investment in CSAFE is measured at amortized cost and, therefore, is not categorized in a level. The trust is similar to a money market fund, with each share valued at $2.00.

The Plans have a money market mutual fund with Vanguard Investments of $32,330,183 and $24,937,282 at June 30, 2025 and 2024, respectively, which is not guaranteed by the FDIC or PDPA. The money market fund is measured at amortized cost and, therefore, is not categorized in a level.

Note 3 - Cash and Investments (Continued)

As of June 30, 2025, the Association had the following investments:

Investment Type	Fair Value	Weighted-average Maturity in Years
Money market fund	$ 32,330,183	0.13
Book Value Fund:		
Investment contracts	535,361,263	3.13
Collective trust funds	19,581,301	0.10
Mutual funds	605,210,107	N/A
Collective investment trusts	100,367,504	N/A
Target date portfolios	1,428,176,552	N/A
Self-directed brokerage accounts	56,451,594	N/A
Total	$ 2,777,478,504	

The Book Value Fund weighted-average maturity is 3.0 years.

As of June 30, 2024, the Association had the following investments:

Investment Type	Fair Value	Weighted-average Maturity in Years
Money market fund	$ 24,937,282	0.16
Book Value Fund:		
Investment contracts	529,870,619	3.10
Collective trust funds	14,101,990	0.10
Mutual funds	638,035,709	N/A
Target date portfolios	1,221,534,052	N/A
Self-directed brokerage accounts	47,144,644	N/A
Total	$ 2,475,624,296	

The Book Value Fund weighted-average maturity is 3.0 years.

Galliard Capital Management, Inc. (Galliard) is the Association's investment advisor for the Book Value Fund. Galliard has full discretionary authority subject to written investment objectives and guidelines established by the Association; however, Galliard does not have custody of the assets.

Interest Rate Risk

In accordance with the Association's investment policy, since the accounts are participant directed, there is no time horizon expressed for the total portfolio. For the Book Value Fund, the Association manages its exposure to declines in fair values by limiting its overall duration of the underlying investments to maturities not to exceed 3.5 years. Weighted-average maturity measures the time when investments become due and payable in years, weighted to reflect the dollar size of individual investments within an investment type.

Credit Risk

The Association provides participants with a broad array of investment choices so that they have alternatives, providing a variety of risk and return levels. For the Book Value Fund, the Association adheres to an investment policy of maintaining securities with a minimum weighted-average quality of A+/A1. As of June 30, 2025 and 2024, the Association's investments in the Book Value Fund were rated within the ranges of AA- to A+ by Standards & Poor's, Moody's, and Fitch.

Note 3 - Cash and Investments (Continued)

Foreign Currency Risk

The Association's investment policy for the Book Value Fund specifies that all permissible securities be denominated in U.S. dollars.

Concentration of Credit Risk

The Association offers participants a broad range of equity, fixed-income, and cash equivalent investment options. The Association's investment policy for the Book Value Fund dictates that no more than 3 percent of the aggregate portfolio be invested in guaranteed investment contracts from any one issuer, no more than 2 percent of the aggregate portfolio be invested in one corporate security issuer, and no more than 10 percent of the aggregate portfolio be invested in securities of any other non-U.S. government/agency issuer.

The following table presents investments that represent 5 percent or more of total investments at June 30, 2025 and 2024, including investments within the Book Value Fund, target date portfolios, and mutual fund portfolios:

	2025	2024
Fidelity 500 Index Fund	$ 361,967,285	$ 327,870,689
Dodge & Cox Stock International**	204,001,875	-
Metropolitan West Total Return Bond Fund	174,841,985	115,048,748
American Funds EuroPacific Growth	174,603,586	192,901,508
Harbor Capital CIT 5**	164,616,490	-
Dodge & Cox Stock Fund*	152,826,283	141,456,890
American Beacon International Equity Institutional*	-	174,711,412
Harbor Capital Appreciation Fund*	-	156,040,744

*Did not exceed 5 percent of net position available for benefits as of June 30, 2025, but presented for comparability
**There was no balance for these investments as of June 30, 2024.

Concentrations, Risks, and Uncertainties

The Plans invest in registered investment companies (mutual funds), insurance contracts, and investment contract funds. These investments are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with certain investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that changes in risk in the near term would materially affect the amounts reported on the statement of fiduciary net position and the statement of changes in fiduciary net position.

Additionally, certain registered investment companies' investments are invested in the securities of foreign companies, which involve special risks and considerations not typically associated with investing in U.S. companies. These risks include devaluation of currencies, less reliable information about issuers, different securities transaction clearance and settlement practices, and possible adverse political and economic developments. Moreover, securities of many foreign companies and their markets may be less liquid and their prices more volatile than those of securities of comparable U.S. companies.

Note 4 - Fair Value Measurements

Accounting standards require certain assets and liabilities be reported at fair value in the financial statements and provide a framework for establishing that fair value. The framework for determining fair value is based on a hierarchy that prioritizes the valuation techniques and inputs used to measure fair value.

Note 4 - Fair Value Measurements (Continued)

Level 1

Fair values determined by Level 1 inputs use quoted prices in active markets for identical assets that the Association has the ability to access.

Level 2

Fair values determined by Level 2 inputs use other inputs that are observable, either directly or indirectly. These Level 2 inputs include quoted prices for similar assets in active markets, quoted prices for identical or similar assets in markets that are not active, and inputs other than quoted prices that are observable for the asset.

Level 3

Level 3 inputs are unobservable inputs, including inputs that are available in situations where there is little, if any, market activity for the related asset.

In instances where inputs used to measure fair value fall into different levels of the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. The Association's assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset.

The following tables present information about the Association's assets measured at fair value on a recurring basis at June 30, 2025 and 2024. Investments measured at contract value or NAV have not been classified in the fair value hierarchy; such amounts presented in this table are intended to permit reconciliation to total investments. The money market fund is measured at amortized cost and, therefore, is not categorized in a level.

	Assets Measured at Fair Value on a Recurring Basis at June 30, 2025		
	Investments (at Fair Value)	Level 1	Level 3
Target date mutual funds	$ 1,149,968,886	$ 1,149,968,886	$ -
Mutual funds	605,210,107	605,210,107	-
Self-directed brokerage accounts	56,451,594	56,451,594	-
Total in fair value hierarchy	1,811,630,587	$ 1,811,630,587	$ -
Investments measured at contract value or NAV:			
Book Value Fund guaranteed investment contracts at contract value	535,361,263		
Book Value Fund collective trust fund at NAV	19,581,301		
Collective investment trusts at NAV	100,367,504		
Target date collective investment trusts at NAV	278,207,666		
Total investments	$ 2,745,148,321		

Note 4 - Fair Value Measurements (Continued)

	Assets Measured at Fair Value on a Recurring Basis at June 30, 2024		
	Investments (at Fair Value)	Level 1	Level 3
Target date mutual funds	$ 1,221,534,052	$ 1,221,534,052	$ -
Mutual funds	638,035,709	638,035,709	-
Self-directed brokerage accounts	47,144,644	47,144,644	-
Total in fair value hierarchy	1,906,714,405	$ 1,906,714,405	$ -
Investments measured at contract value or NAV:			
Book Value Fund guaranteed investment contracts at contract value	529,870,619		
Book Value Fund collective trust fund at NAV	14,101,990		
Total investments	$ 2,450,687,014		

There were no unfunded commitments or redemption restrictions on the investments described above. The units may be redeemed on a daily basis. There were no changes to the valuation techniques used during the year. The Association's management reaffirms its understanding of the valuation techniques used by its pricing service at least annually. The Book Value Fund holds shares in a common collective trust fund, which is measured on a recurring basis using net asset value per share (or its equivalent) of the investment companies as a practical expedient. Collective investment trusts are measured the same way. The fair value of the common collective trust fund as of June 30, 2025 and 2024 approximated the net asset value. The common collective trust seeks to provide investors with a competitive rate of return and a high level of stability of principal and liquidity. The common collective trust pursues its investment objective through active management of a diversified portfolio of money market instruments with an overall dollar-weighted average maturity of 60 days or less.

Note 5 - Book Value Fund

Investment contracts within the Book Value Fund consist of the following as of June 30:

	2025	2024
Investment contracts:		
Transamerica Premier Life Insurance Co.	$ 110,922,929	$ 109,778,942
Pacific Life Insurance Co.	106,854,956	105,740,863
American General Life Insurance Co.	106,196,940	105,123,534
Prudential Insurance Co. of America	106,559,339	105,397,830
Royal Bank of Canada	104,827,099	103,829,450
Total investment contracts	535,361,263	529,870,619
Collective trust funds	19,581,301	14,101,990
Less amounts in target date portfolios	(227,336,497)	(205,163,465)
Total	$ 327,606,067	$ 338,809,144

Note 6 - Mutual Funds and Collective Investment Trusts

Mutual funds and collective investment trusts consist of the following as of June 30:

	2025	2024
Mutual funds		
Fidelity 500 Index Fund	$ 145,792,903	$ 125,180,211
Fidelity Contrafund	121,134,273	107,161,243
Fidelity Mid Cap Index	61,364,865	56,766,750
Dodge & Cox Stock Fund	49,217,385	47,737,960
Metropolitan West Total Return Bond	44,792,901	37,986,450
Fidelity Small Cap Index	38,963,475	34,491,013
Dodge & Cox International Stock	29,396,805	-
Vanguard Social Index Fund	25,862,599	21,889,591
Fidelity Low-Priced Stock	25,341,825	27,402,479
Artisan Mid-Cap Institutional	25,126,156	25,504,385
American Beacon Small Cap Value Institutional	19,293,734	20,284,730
PIMCO High Yield Institutional	18,923,186	18,859,504
Harbor Capital Appreciation Fund	-	56,299,705
American Beacon International Equity Institutional	-	20,534,925
American Funds EuroPacific Growth	-	37,936,763
Total mutual funds	605,210,107	638,035,709
Collective investment trusts		
Harbor Capital CIT	61,012,411	-
Capital Group EuroPacific	39,355,093	-
Total collective investment trusts	100,367,504	-
Total	$ 705,577,611	$ 638,035,709

Note 7 - Target Date Portfolios

Target date portfolios consist of the following as of June 30:

	2025	2024
Target Date Portfolio Income	$ 32,121,636	$ 29,703,410
Target Date Portfolio 2010	33,122,588	33,288,330
Target Date Portfolio 2015	61,427,417	63,428,668
Target Date Portfolio 2020	120,828,323	120,035,376
Target Date Portfolio 2025	227,503,526	209,422,985
Target Date Portfolio 2030	227,828,251	192,842,902
Target Date Portfolio 2035	236,874,009	202,724,137
Target Date Portfolio 2040	194,754,047	163,367,813
Target Date Portfolio 2045	181,751,122	151,064,789
Target Date Portfolio 2050	155,041,056	124,862,759
Target Date Portfolio 2055	103,727,998	79,552,722
Target Date Portfolio 2060	67,351,595	56,403,626
Target Date Portfolio 2065	13,181,481	-
Total	$ 1,655,513,049	$ 1,426,697,517

Note 8 - Property and Equipment

Property and equipment consist of the following:

	June 30, 2024	Additions	Disposals	June 30, 2025
Gross asset cost:				
Building	$ 1,520,488	$ -	$ -	$ 1,520,488
Corporate equipment	316,493	11,524	(71,883)	256,134
Vehicles	119,748	129,315	-	249,063
Land	34,580	-	-	34,580
Total gross asset cost	1,991,309	140,839	(71,883)	2,060,265
Accumulated depreciation and amortization:				
Building	(764,929)	(49,916)	-	(814,845)
Corporate equipment	(254,833)	(25,437)	71,880	(208,390)
Vehicles	(119,748)	(10,776)	-	(130,524)
Total accumulated depreciation and amortization	(1,139,510)	(86,129)	71,880	(1,153,759)
Net property and equipment	$ 851,799	$ 54,710	$ (3)	$ 906,506

	June 30, 2023	Additions	Disposals	June 30, 2024
Gross asset cost:				
Building	$ 1,520,488	$ -	$ -	$ 1,520,488
Corporate equipment	284,347	32,146	-	316,493
Vehicles	119,748	-	-	119,748
Land	34,580	-	-	34,580
Total gross asset cost	1,959,163	32,146	-	1,991,309
Accumulated depreciation and amortization:				
Building	(715,013)	(49,916)	-	(764,929)
Corporate equipment	(231,019)	(23,814)	-	(254,833)
Vehicles	(111,682)	(8,066)	-	(119,748)
Total accumulated depreciation and amortization	(1,057,714)	(81,796)	-	(1,139,510)
Net property and equipment	$ 901,449	$ (49,650)	$ -	$ 851,799

Depreciation expense for the years ended June 30, 2025 and 2024 was $86,129 and $81,796, respectively.

Note 9 - Administrative Fees

Plan participants are charged an administrative fee by the Association for plan administration. The Association has transferred all record-keeping duties to Empower Retirement, LLC (Empower) in a nonfiduciary capacity. Effective July 1, 2024, the Association renewed its record-keeping contract with Empower for the next five years.

Note 9 - Administrative Fees (Continued)

The Association charges participant fees of 0.25 percent or $29 per annum, whichever is greater, for each unique participant. For the years ended June 30, 2025 and 2024, the Plans incurred $5,695,898 and $5,158,831, respectively, in administrative fees charged by the Association. These fees were eliminated in combination. The administrative fees are deducted from participants' accounts on a monthly basis and are capped at $1,000 per year effective January 1, 2020.

Note 10 - Contingencies

In the normal course of business, the Association may be party to litigation from time to time. The Association maintains insurance to cover certain actions and believes that resolution of such actions will not have a material adverse effect on the Association.

Supplementary Information

Combining Statement of Fiduciary Net Position

June 30, 2025

	Association Administration	Retirement Plan	Deferred Compensation Plan	Eliminations	Total
Assets					
Cash and cash equivalents	$ 5,700,351	$ 37	$ -	$ -	$ 5,700,388
Participant notes receivable	-	22,768,719	2,231,752	-	25,000,471
Investments:					
Money market fund		20,930,400	11,399,783		32,330,183
Book Value Fund	2,309,306	258,547,732	66,749,029	-	327,606,067
Target date portfolios	-	1,326,174,967	329,338,082	-	1,655,513,049
Mutual funds	-	453,700,838	151,509,269	-	605,210,107
Collective investment trusts	-	78,481,274	21,886,230	-	100,367,504
Self-directed brokerage accounts	-	44,888,663	11,562,931	-	56,451,594
Total investments	2,309,306	2,182,723,874	592,445,324	-	2,777,478,504
Other assets					
Prepaid expenses and other	45,766	-	-	-	45,766
Property and equipment - Net	906,506	-	-	-	906,506
Total other assets	952,272	-	-	-	952,272
Total assets	8,961,929	2,205,492,630	594,677,076	-	2,809,131,635
Liabilities and Net Position					
Liabilities - Accounts payable and accrued liabilities	386,457	223,019	59,279	-	668,755
Net Position - Net position restricted for pension benefits	**$ 8,575,472**	**$ 2,205,269,611**	**$ 594,617,797**	**$ -**	**$ 2,808,462,880**

Combining Statement of Changes in Fiduciary Net Position

For the Year Ended June 30, 2025

	Association Administration	Retirement Plan	Deferred Compensation Plan	Eliminations	Total
Additions					
Contributions					
Member employers	$ -	$ 80,854,445	$ -	$ (340,148)	$ 80,514,297
Participants	-	57,725,613	42,984,691	-	100,710,304
Participant rollovers	-	16,505,057	13,177,554	-	29,682,611
Total contributions	-	155,085,115	56,162,245	(340,148)	210,907,212
Income					
Administrative fees	5,695,898	-	-	(5,695,898)	-
Participant notes receivable interest	-	1,709,205	162,282	-	1,871,487
Interest income	309,473	-	-	-	309,473
Total income	6,005,371	1,709,205	162,282	(5,695,898)	2,180,960
Investment income					
Book Value Fund - interest income	-	8,372,966	2,217,810	-	10,590,776
Dividends, interest, and unrealized and realized gains and losses	-	226,334,689	59,799,797	-	286,134,486
Total investment income	-	234,707,655	62,017,607	-	296,725,262
Total additions - net	6,005,371	391,501,975	118,342,134	(6,036,046)	509,813,434
Deductions					
Participants' benefit distributions	-	157,524,240	42,707,081	-	200,231,321
Administrative expenses	4,592,639	4,831,656	1,180,191	(6,036,046)	4,568,440
Total deductions	4,592,639	162,355,896	43,887,272	(6,036,046)	204,799,761
Increase in net position restricted for pension benefits	1,412,732	229,146,079	74,454,862	-	305,013,673
Net position restricted for pension benefits					
Beginning of year	7,162,740	1,976,123,532	520,162,935	-	2,503,449,207
End of year	**$ 8,575,472**	**$ 2,205,269,611**	**$ 594,617,797**	**$ -**	**$ 2,808,462,880**

Combining Statement of Fiduciary Net Position

June 30, 2024

	Association Administration	Retirement Plan	Deferred Compensation Plan	Eliminations	Total
Assets					
Cash	$ 5,438,437	$ 5	$ -	$ -	$ 5,438,442
Participant notes receivable	-	20,505,116	1,799,914	-	22,305,030
Investments:					
Money market fund		15,690,803	9,246,479		24,937,282
Book Value Fund	1,363,826	268,433,395	69,011,923	-	338,809,144
Target date portfolios	-	1,147,620,435	279,077,082	-	1,426,697,517
Mutual funds	-	486,319,364	151,716,345	-	638,035,709
Self-directed brokerage accounts	-	37,775,149	9,369,495	-	47,144,644
Total investments	1,363,826	1,955,839,146	518,421,324	-	2,475,624,296
Other assets					
Prepaid expenses and other	41,838	-	-	-	41,838
Property and equipment - Net	851,799	-	-	-	851,799
Total other assets	893,637	-	-	-	893,637
Total assets	7,695,900	1,976,344,267	520,221,238	-	2,504,261,405
Liabilities and Net Position					
Liabilities - Accounts payable and accrued liabilities	533,160	220,735	58,303	-	812,198
Net Position - Net position restricted for pension benefits	**$ 7,162,740**	**$ 1,976,123,532**	**$ 520,162,935**	**$ -**	**$ 2,503,449,207**

Combining Statement of Changes in Fiduciary Net Position

For the Year Ended June 30, 2024

	Association Administration	Retirement Plan	Deferred Compensation Plan	Eliminations	Total
Additions					
Contributions					
Member employers	$ -	$ 70,828,839	$ -	$ (294,021)	$ 70,534,818
Participants	-	54,252,142	37,914,685	-	92,166,827
Participant rollovers	-	13,032,619	15,740,395	-	28,773,014
Total contributions	-	138,113,600	53,655,080	(294,021)	191,474,659
Income					
Administrative fees	5,158,831	-	-	(5,158,831)	-
Participant notes receivable interest	-	1,406,146	106,694	-	1,512,840
Interest Income	277,990	-	-	-	277,990
Total income	5,436,821	1,406,146	106,694	(5,158,831)	1,790,830
Investment income					
Book Value Fund - interest income	-	8,236,853	2,193,513	-	10,430,366
Dividends, interest, and unrealized and realized gains and losses	-	228,561,475	59,835,521	-	288,396,996
Total investment income	-	236,798,328	62,029,034	-	298,827,362
Total additions - net	5,436,821	376,318,074	115,790,808	(5,452,852)	492,092,851
Deductions					
Participants' benefit distributions	-	137,898,064	37,601,339	-	175,499,403
Administrative expenses	4,667,083	4,349,980	1,028,051	(5,452,852)	4,592,262
Total deductions	4,667,083	142,248,044	38,629,390	(5,452,852)	180,091,665
Increase in net position held in trust for pension benefits	769,738	234,070,030	77,161,418	-	312,001,186
Net position held in trust for pension benefits Beginning of year	6,393,002	1,742,053,502	443,001,517	-	2,191,448,021
End of year	**$ 7,162,740**	**$ 1,976,123,532**	**$ 520,162,935**	**$ -**	**$ 2,503,449,207**

Schedule of Administrative Expenses

June 30, 2025 and 2024

	2025	2024
Salaries	$ 2,455,995	$ 2,105,544
Record-keeping fees	1,325,162	1,777,586
Consultant expense	164,893	145,463
Marketing expense	100,485	83,283
Insurance expense	92,595	87,284
Depreciation	86,129	81,796
Travel expense	86,016	64,613
Accounting expense	77,945	71,395
Administrative expenses	66,454	83,772
Legal expense	51,000	51,000
Board expense	36,774	23,186
Other expense	13,083	5,023
Staff training expense	11,909	12,317
Total administrative expenses	$ 4,568,440	$ 4,592,262