

St. Olaf College Emeriti Retiree Health Plan

Financial Statements and
Supplementary Information

December 31, 2023 and 2022

Table of Contents

Independent Auditors' Report	1
Statements of Net Assets Available for Benefits	5
Statement of Changes in Net Assets Available for Benefits	6
Notes to Financial Statements	7
Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)	13

Independent Auditors' Report

To the Participants and Plan Administrator of
St. Olaf College Emeriti Retiree Health Plan

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

We have performed audits of the financial statements of the St. Olaf College Emeriti Retiree Health Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 9 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the 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 management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule, Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2023 is presented for 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. 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 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).

Baker Tilly US, LLP

Minneapolis, Minnesota
August 6, 2024

St. Olaf College Emeriti Retiree Health Plan

Statements of Net Assets Available for Benefits

December 31, 2023 and 2022

	2023	2022
Assets		
Investments		
Investments at fair value		
Money market funds	\$ 602,867	\$ 606,030
Mutual funds	14,382,449	12,610,486
Total Investments at fair value	14,985,316	13,216,516
Total investments	14,985,316	13,216,516
Total assets	14,985,316	13,216,516
Net assets available for benefits	\$ 14,985,316	\$ 13,216,516

See notes to financial statements

St. Olaf College Emeriti Retiree Health Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2023

Additions

Investment income

Interest and dividends	\$ 388,474
Net appreciation in fair value of investments	1,459,531

Total investment income	1,848,005
--------------------------------	------------------

Contributions

Participant contributions	406,317
Employer contributions	680,514

Total contributions	1,086,831
----------------------------	------------------

Total additions	2,934,836
------------------------	------------------

Deductions

Administrative expenses	89,678
Payments of claims to participants	486,043
Payments of premiums to insurance entities	590,705

Total deductions	1,166,426
-------------------------	------------------

Net increase	1,768,410
---------------------	------------------

Transfers from another plan	390
-----------------------------	-----

Net assets available for benefits

Beginning of year	13,216,516
-------------------	------------

End of year	\$ 14,985,316
--------------------	----------------------

See notes to financial statements

St. Olaf College Emeriti Retiree Health Plan

Notes to Financial Statements

December 31, 2023 and 2022

1. Description of Plan

The following description of the St. Olaf College Emeriti Retiree Health Plan (the Plan) provides only general information. Participants should refer to the St. Olaf College Emeriti Retiree Health Plan summary plan description and plan document for a more complete description of the Plan's provisions.

General

The Plan, effective January 1, 2006, provides post-retirement health benefits, covering the employees of St. Olaf College (the College) and their covered dependents. The Plan is a defined contribution health model plan that is funded through employer and employee Voluntary Employees' Beneficiary Association (VEBA) Trusts designed in part by Emeriti Retirement Health Solutions, a not-for-profit company. Upon enrollment in the Plan, a participant may direct employer and employee contributions to any combination of available investment options. The Emeriti Retirement Health Solutions company appointed TIAA as the insurance company of the Plan (the Insurance Company). The College is the Plan sponsor and administrator of the Plan and is responsible for oversight of the Plan. The Plan's Retirement Plan Administrative Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance and provides an annual report to the College's Investment Committee. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA)

Eligibility

All employees who are age 21 or older and are in an eligible class of employment, as defined in the Plan document, are eligible to participate.

Contributions

Participants, including those no longer employed by the College, may make after-tax contributions into an account, provided the account maintains a positive balance. Once an eligible participant attains the age of 40, the College will begin to make a contribution for each payroll period during which the participant is credited with at least one hour of service. The College will cease making Employer Contributions to a Participant's Employer-Contribution Account as of the date when the College has made Employer Contributions to the Participant's Employer-Contribution Account for 25 years. Certain retired participants receive contributions into their accounts based on their age at retirement, length of service and year of retirement from the College.

Participant's direct the investment of all contributions into various investment options offered by the Plan.

Participant Accounts

Participant accounts are credited with the participant's contributions, employer contributions, an allocation of the Plan's earnings/losses and interest (net of administrative expenses), based on the participant's selected investment options. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting and Forfeitures

Participant's contributions are immediately vested at the time such contributions are deposited into their accounts.

St. Olaf College Emeriti Retiree Health Plan

Notes to Financial Statements

December 31, 2023 and 2022

All employer contributions in the Emeriti Retiree Health Account are forfeitable upon the last to die (or reach majority) of the participant, spouse (or dependent domestic partner), dependent children and dependent relatives. The Insurance Company will transfer the forfeitable balance to the forfeiture account at the direction of the College. This account is used to reduce future employer contributions. There were forfeitures of \$31,671 and \$13,159, outstanding as of December 31, 2023 and 2022, respectively. No forfeitures were used during the year ended December 31, 2023.

Notes Receivable From Participants

There are no participant loans allowed under the Plan.

Payment of Benefits

The Plan makes available certain health benefits to retired participants of the Plan. Retirees age 65 or older may elect an Emeriti Health Insurance option. Residents of Minnesota may choose a HealthPartners plan; residents outside of Minnesota may choose an AETNA plan. Both plans have the option for prescription coverage. Participants must enroll within 90 days of attaining age 65. The spouse of a retiree may also enroll in health coverage if age 65 or older. Monthly insurance premiums are incurred by the selection of a health insurance option and are deducted from the participant's account. If the participant's account is exhausted, participants may retain coverage under the Emeriti Health Insurance option by paying insurance premiums directly from a personal checking or savings account. COBRA is available for dependents of retirees who lose eligibility.

A participant is eligible for reimbursement benefits payable from the non-forfeitable balance in their account upon the date the participant ceases to be employed and attains age 55. Retirees who have a balance in their account are immediately eligible for reimbursement. Participants may submit qualified medical expense claim forms along with the required documentation for reimbursement. In the event of the death of a participant, the dependent named on the account may submit qualified medical expenses for reimbursement until the account is exhausted.

Special Benefit Circumstances

If a participant ceases to be employed by the College prior to attaining age 55 and the aggregate balance of their account is less than \$5,000, the participant is immediately eligible to use the account for qualified medical expenses.

If a participant has a terminal illness or injury expense, the participant is immediately eligible to use their account for qualified medical expenses.

If a participant and/or eligible dependents have incurred medical expenses during a single twelve month period which exceeds \$15,000, the participant is immediately eligible to use their account for qualified medical expenses for any amount greater than \$15,000.

2. Summary of Accounting Policies

Basis of Accounting

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

St. Olaf College Emeriti Retiree Health Plan

Notes to Financial Statements

December 31, 2023 and 2022

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, benefit obligations and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Administrative Expenses

General Plan administrative expenses, such as legal fees and administrative costs, are paid for directly by the College. Fees specific to the participant's investment selections and specific account expenses are charged against that participant's account balance, where the account balance is often funded partially or fully by College contributions.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's management determines the Plan's valuation policies utilizing information provided by investment advisors and the Insurance Company. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest and dividends are recorded on the cash basis, which approximates U.S. GAAP. Net appreciation in fair value of investments includes the gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits

Benefits are recorded when paid.

Subsequent Events

Subsequent events were evaluated through August 6, 2024, the date the financial statements were available to be issued.

3. Fair Value Measurements

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

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

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

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

St. Olaf College Emeriti Retiree Health Plan

Notes to Financial Statements

December 31, 2023 and 2022

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

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

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Money market fund: Valued at the quoted net asset value (NAV) of shares held by the Plan at year end.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022:

Assets at Fair Value as of December 31, 2023	Level 1	Level 2	Level 3	Total
Money market funds	\$ 602,867	\$ -	\$ -	\$ 602,867
Mutual funds	14,382,449	-	-	14,382,449
Total assets in the fair value hierarchy	14,985,316	-	-	14,985,316
Total investments at fair value	\$ 14,985,316	\$ -	\$ -	\$ 14,985,316

Assets at Fair Value as of December 31, 2022	Level 1	Level 2	Level 3	Total
Money market fund	\$ 606,030	\$ -	\$ -	\$ 606,030
Mutual funds	12,610,486	-	-	12,610,486
Total assets in the fair value hierarchy	13,216,516	-	-	13,216,516
Total investments at fair value	\$ 13,216,516	\$ -	\$ -	\$ 13,216,516

St. Olaf College Emeriti Retiree Health Plan

Notes to Financial Statements

December 31, 2023 and 2022

4. Concentrations

As of December 31, 2023 and 2022, the Plan had investments of \$10,641,966 and 10,741,724 that were concentrated in four and five funds, respectively.

5. Related-Party and Party in Interest Transactions

The Plan's investments are managed by TIAA, and therefore, these transactions qualify as party-in-interest transactions.

Fees incurred by the Plan for the investment management services are included in net appreciation (depreciation) in fair value of investments, as they are paid through revenue sharing, rather than a direct payment. TIAA receives revenue from investment fund service providers for services TIAA provides to the funds. This revenue is used to offset certain amounts owed to TIAA for its administrative services to the Plan. If the revenue received by TIAA from such investment fund service providers exceeds the amount owed for its services, TIAA remits the excess to the Plan's trust on a quarterly basis. The Plan or Plan Sponsor may make a payment to TIAA for administrative expenses not covered by revenue sharing.

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

6. Plan Termination

Although it has not expressed any intent to do so, the College has the right under the Plan to terminate the Plan subject to the provisions of ERISA.

7. Tax Status

The Internal Revenue Service (IRS) has determined and informed the College in a letter dated May 31, 2007 that the trusts established under the Plan qualify under Section 501(c)(9) of the Internal Revenue Code (IRC) and, therefore, the trusts are not subject to tax under present income tax law. Although the Plan has been amended since receiving the determination letter, the Plan administrator believes that the Plan, as amended, is designed and being operated in compliance with the applicable requirements of the IRC. Therefore, the Plan administrator believes that the Plan was qualified and the related trusts were tax exempt at the financial statement date.

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

St. Olaf College Emeriti Retiree Health Plan

Notes to Financial Statements

December 31, 2023 and 2022

8. Risks and Uncertainties

The Plan invests in various investment securities that are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of the investment security such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits.

9. Information Certified by the Insurance Company

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA for 2023 and 2022. Accordingly, TIAA, the Insurance Company of the Plan, has certified to the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2023 and 2022, and the supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2023, and the related investment activity reported in the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2023.

St. Olaf College Emeriti Retiree Health Plan

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

EIN: 41-0693979 Plan Number: 001

December 31, 2023

(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
Money Market Funds				
*	Money Market Fund	TIAA-CREF Money Market Fund - Retirement Class	N/R	\$ 602,867
Mutual Funds				
*	Mutual Fund	TIAA-CREF Lifecycle Retirement Income Fund	N/R	2,797
*	Mutual Fund	TIAA-CREF Lifecycle 2010	N/R	697,657
*	Mutual Fund	TIAA-CREF Lifecycle 2015	N/R	1,390,450
*	Mutual Fund	TIAA-CREF Lifecycle 2020	N/R	2,899,652
*	Mutual Fund	TIAA-CREF Lifecycle 2025	N/R	3,157,267
*	Mutual Fund	TIAA-CREF Lifecycle 2030	N/R	2,677,621
*	Mutual Fund	TIAA-CREF Lifecycle 2035	N/R	1,907,426
*	Mutual Fund	TIAA-CREF Lifecycle 2040	N/R	1,084,723
*	Mutual Fund	TIAA-CREF Lifecycle 2045	N/R	426,919
*	Mutual Fund	TIAA-CREF Lifecycle 2050	N/R	70,562
*	Mutual Fund	TIAA-CREF Lifecycle 2055	N/R	31,182
*	Mutual Fund	TIAA-CREF Lifecycle 2060	N/R	35,769
*	Mutual Fund	TIAA-CREF Lifecycle 2065	N/R	424
Total Mutual Funds				14,382,449
Total				\$14,985,316

*A party-in-interest as defined by ERISA

N/R - cost omitted for participant directed investment