

**Metropolitan Transit Authority
of Harris County, Texas**

**Defined Contribution Plan
Annual Financial Statements**

Years Ended December 31, 2023 and 2022

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Metropolitan Transit Authority of Harris County, Texas
Defined Contribution Plan
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Independent Auditor's Report

To the Participants and Management of
Metropolitan Transit Authority Defined Contribution Plan

Opinion

We have audited the financial statements of the Metropolitan Transit Authority Defined Contribution Plan (the "Plan"), which comprise the Statements of Fiduciary Net Position as of December 31, 2023 and 2022, and the related Statements of Changes in Fiduciary Net Position for the years then ended, and the related notes to the Plan's financial statements, which collectively comprise the Plan's basic financial statements (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 financial position of the Plan as of December 31, 2023 and 2022, and the changes in financial position for the years then ended, in accordance with accounting principles generally accepted in the United States of America (US GAAP).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the *Auditor's 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 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 US GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of the 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 Plan's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibility for the Audit 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 an audit conducted in accordance with US 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



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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 US 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 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.

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

Required Supplementary Information

US GAAP requires that the management's discussion and analysis be presented to supplement the Plan's basic financial statements. Such information is the responsibility of management and, although not a part of the Plan's basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the Plan's 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 US GAAS, 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 financial statements, and other knowledge we obtained during our audit of the 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.

McConnell & Jones LLP

Houston, Texas
September 9, 2024

Metropolitan Transit Authority of Harris County, Texas
Defined Contribution Plan

Management’s Discussion and Analysis (Unaudited)

December 31, 2023 and 2022

Management’s Discussion and Analysis (Unaudited)

This discussion and analysis section provides an overview of the performance of the Metropolitan Transit Authority (METRO) Defined Contribution Pension Plan (Plan) and should be read in conjunction with the basic financial statements and other information found in this report.

The Plan is a single employer, 401(a) defined contribution pension plan which is designed to assist full-time employees in accumulating resources for their retirement. This Plan became effective for new full-time employees not covered by the collective bargaining agreement on October 1, 2007, and on October 1, 2012, for those covered by the Labor Agreement between METRO & Transport Workers Union of America, Local 260. It also includes employees who were participants of METRO’s Union and Non-Union Pension Plans (Pension Plans) but changed their status from a union position to a non-union one or vice versa after the Pension Plans closed for new employees. This is the only retirement plan available to new full-time employees and during the last three calendar years the number of participants increased to 4,771 participants for 2023, 4,398 participants for 2022 and 3,677 participants for 2021.

METRO contributes two (2) percent of the employee’s compensation and matches up to four (4) percent of employee’s compensation based on their contributions to their 457(b) Deferred Compensation Plan account. Contributions from METRO are deposited into individual employee accounts, maintained by a third-party record-keeper, either weekly or semi-weekly depending on the related payroll cycle. Vesting rates on METRO’s contributions are forty percent after the second year and twenty percent annually thereafter, one hundred percent vesting occurs after five years. Pension contributions are authorized each year by METRO’s Board of Directors (Board) as part of the annual budgeting process. Investment options consist of multiple funds listed on pages 5 and 6.

In May 2021, METRO established a committee responsible for the investment and administration of the Plan and adopted a Committee Charter. The Chief Executive Officer of METRO appoints members to serve on the Committee for a three-year term. METRO Chief Financial Officer and EVP/Chief Human Resources Officer are standing members of the Committee until otherwise determined by the Board. Members of the Committee are dedicated professionals and included the following as of December 31, 2023:

George Fotinos
Kylie Loya

Tracy Jackson
Eduardo Miranda

Karen Kauffman
Larry Wood

The discussion and analysis provide additional information regarding the activities of the Plan. Additional retirement programs include a 401(a) Savings Plan, Defined Benefit Union and Non-Union Pension Plans and a 457(b) Deferred Compensation Plan. For additional financial information or any questions, please contact the Office of the Controller, Metropolitan Transit Authority of Harris County, Texas, P.O. Box 61429 Houston, Texas 77208-1429.

Metropolitan Transit Authority of Harris County, Texas
Defined Contribution Plan

Management's Discussion and Analysis (Unaudited)

December 31, 2023 and 2022

Financial Highlights

Following is the Plan's summary of fiduciary net position and changes in fiduciary net position for the current and past three plan years:

	<u>2023</u>	<u>2022</u>	<u>2021</u>
<u>Summary of fiduciary net position:</u>			
Assets:			
Investments, at fair value	\$ 76,979,252	\$ 57,400,516	\$ 60,034,748
Contribution receivable from METRO	387,488	325,760	256,186
Total assets / fiduciary net position	<u>\$ 77,366,740</u>	<u>\$ 57,726,276</u>	<u>\$ 60,290,934</u>
<u>Changes in fiduciary net position:</u>			
Additions:			
Investment Income			
Net appreciation/(depreciation) in fair value of investments	\$ 4,481,482	\$(15,977,449)	\$ (7,074)
Interest and dividend income	5,148,511	6,543,707	7,214,884
Total investment income/(loss)	9,629,993	(9,433,742)	7,207,810
Contributions from METRO	13,539,975	10,496,255	6,284,538
Total additions	23,169,968	1,062,513	13,492,348
Deductions:			
Benefit payments	(3,387,372)	(3,517,291)	(2,440,197)
Administrative expenses	(142,132)	(109,880)	(106,184)
Total deductions	(3,529,504)	(3,627,171)	(2,546,381)
Changes in fiduciary net position	19,640,464	(2,564,658)	10,945,967
Beginning of the year	57,726,276	60,290,934	49,344,967
End of the year	<u>\$ 77,366,740</u>	<u>\$ 57,726,276</u>	<u>\$ 60,290,934</u>

METRO contributes to active participants' defined contribution account each pay period which totaled \$13.5 million for 2023 and \$10.5 million for 2022. The 2023 and 2022 increases in contributions primarily relate to the 810 and 970 new participants, respectively, added to the Plan. Benefit payments decreased during 2023 by \$130 thousand or 3.7 percent and increased during 2022 by \$1.1 million or 44.1 percent. The changes over the last three years in the benefit payments relate to the number of participants terminating their employment with METRO and transferring their balances to other retirement accounts. The changes in these employees' account balances are also related to the market performance of their investments and the size of the amount that is withdrawn.

Metropolitan Transit Authority of Harris County, Texas

Defined Contribution Plan

Management's Discussion and Analysis (Unaudited)

December 31, 2023 and 2022

Total assets/fiduciary net position increased during 2023 by \$19.6 million or 34.0 percent and decreased during 2022 by \$2.6 million or 4.3 percent. The changes over the last three years in total assets/fiduciary net position generally relate to investment returns which were driven by significant changes in market conditions, contributions and offset by benefit payments/withdrawals.

Fund Performance

The investment line-up that participants can invest in consists of twenty-one mutual funds, nine target date funds and one guaranteed interest fund. Each fund has its own investment objectives and strategies. The funds also provide an asset allocation strategy designed to meet their individual investment goals and strategies. The investment returns generally followed the related markets during the last three years. The following table provides a three-years comparison of investment returns:

Investment Name	Ticker	2023		2022		2021	
		Annual Return	Market Benchmark	Annual Return	Market Benchmark	Annual Return	Market Benchmark
<u>Target retirement date funds</u>							
Great-West Lifetime 2015 Fund Inst	MXNYX	10.69%	N/A	-11.95%	N/A	8.85%	N/A
Great-West Lifetime 2020 Fund Inst	MXAKX	11.30%	N/A	-12.61%	N/A	9.60%	N/A
Great-West Lifetime 2025 Fund Inst	MXQBX	12.18%	N/A	-13.43%	N/A	10.52%	N/A
Great-West Lifetime 2030 Fund Inst	MXAYX	13.34%	N/A	-14.29%	N/A	12.00%	N/A
Great-West Lifetime 2035 Fund Inst	MXTBX	14.91%	N/A	-15.29%	N/A	13.83%	N/A
Great-West Lifetime 2040 Fund Inst	MXBGX	16.10%	N/A	-16.00%	N/A	15.52%	N/A
Great-West Lifetime 2045 Fund Inst	MXWEX	17.19%	N/A	-16.54%	N/A	16.39%	N/A
Great-West Lifetime 2050 Fund Inst	MXBSX	17.43%	N/A	-16.65%	N/A	16.59%	N/A
Great-West Lifetime 2055 Fund Inst	MXZHX	17.52%	N/A	-16.90%	N/A	16.54%	N/A
<u>International stock funds</u>							
American Funds New Perspective R6	RNPGX	25.01%	18.24%	-25.61%	-14.45%	18.10%	11.26%
American Funds New World R6	RNWGX	16.22%	18.24%	-21.75%	-14.45%	5.13%	11.26%
Great-West International Value Inst	MXJVX	N/A	18.24%	-14.90%	-14.45%	11.26%	11.26%
MFS International Diversification R6	MDIZX	14.44%	18.24%	-17.02%	-14.45%	7.78%	11.26%
MFS International Growth R6	MGRDX	N/A	18.24%	-15.02%	-14.45%	9.65%	11.26%
Franklin Mutual Global Discovery R6	FMDRX	N/A	18.24%	-4.68%	-14.45%	19.84%	11.26%
Vanguard Total Intl Stock Index Admiral	VTIAX	N/A	18.24%	-16.01%	-14.45%	8.62%	11.26%
<u>Specialty funds</u>							
Franklin Gold & Precious Metals Adv.	FGADX	2.24%	N/A	-23.24%	N/A	-3.52%	N/A
MFS Technology R6	MTCLX	N/A	N/A	-35.97%	N/A	13.74%	N/A
Nuveen Real Estate Securities I	FARCX	N/A	N/A	-24.70%	N/A	41.32%	N/A
Vanguard Real Estate Index Adm	VGSLX	N/A	N/A	-26.20%	N/A	40.40%	N/A
Neuberger Berman Real Estate R6	NRREX	12.10%	N/A	-26.98%	N/A	42.10%	N/A
<u>Domestic stock funds</u>							
Fidelity Small Cap Index	FSSNX	17.12%	16.93%	-20.27%	-20.44%	14.71%	14.82%
Columbia Small Cap Index A	NMSAX	N/A	16.93%	-16.52%	-20.44%	26.07%	14.82%
Janus Henderson Venture N	JVTNX	-24.07%	16.93%	-24.07%	-20.44%	7.79%	14.82%
Undiscovered Mgrs Behavioral Value R6	UBVFX	-1.10%	16.93%	-1.10%	-20.44%	34.50%	14.82%
Fidelity Mid Cap Index	FSMDX	17.21%	16.44%	-17.28%	-13.06%	22.56%	24.76%
Ariel Appreciation Fund	CAAPX	N/A	16.44%	-12.43%	-13.06%	25.86%	24.76%
iShare Russell Mid-Cap Index	BRMAX	N/A	16.44%	-17.48%	-13.06%	22.18%	24.76%
Janus Enterprise Fund T	JAENX	17.81%	16.44%	-16.14%	-13.06%	17.22%	24.76%
Vanguard Mid Cap Index Admiral	VIMAX	N/A	16.44%	-18.71%	-13.06%	24.51%	24.76%
Allspring Special Mid Cap Value R6	WFPRX	9.62%	16.44%	-4.50%	-13.06%	28.80%	24.76%

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Investment Name	Ticker	2023		2022		2021	
		Annual Return	Market Benchmark	Annual Return	Market Benchmark	Annual Return	Market Benchmark
AB Large Cap Growth Z	APGZX	35.11%	26.29%	-28.73%	-18.11%	28.98%	28.71%
Columbia Contrarian Core Instl 3	COFYX	N/A	26.29%	-18.45%	-18.11%	24.45%	28.71%
Columbia Dividend Income Adv	CVIRX	10.49%	26.29%	-4.96%	-18.11%	26.28%	28.71%
Fidelity 500 Index	FXAIX	26.29%	26.29%	-18.13%	-18.11%	28.69%	28.71%
Great-West S&P 500 Index Fund Inv	MXVIX	N/A	26.29%	-18.55%	-18.11%	28.20%	28.71%
Pioneer Fundamental Growth K	PFGKX	N/A	26.29%	-20.47%	-18.11%	23.86%	28.71%
Schwab R US Large-Cap Growth	SWLGX	N/A	26.29%	-19.16%	-18.11%	27.53%	28.71%
<u>Balanced funds (equity and fixed income)</u>							
American Funds American Balanced R6	RLBGX	14.37%	N/A	-11.83%	N/A	16.11%	N/A
Fidelity Puritan	FPURX	N/A	N/A	-17.24%	N/A	18.94%	N/A
<u>Bond funds</u>							
BlackRock High Yield Bond Portfolio K	BRHYX	13.68%	5.53%	-10.34%	-13.01%	5.88%	-1.54%
Fidelity Total Bond K6	FTKFX	7.09%	5.53%	-12.55%	-13.01%	N/A	-1.54%
Columbia Quality Income Instl 3	CUGYX	N/A	5.53%	-16.78%	-13.01%	0.22%	-1.54%
Fidelity Inflation Protected Bond Index	FIPDX	N/A	5.53%	-12.05%	-13.01%	5.93%	-1.54%
JPMorgan Global Bond Opportunities R6	GBONX	7.00%	5.53%	-5.89%	-13.01%	1.52%	-1.54%
Metropolitan West Total Return Bond Pl	MWTSX	N/A	5.53%	-14.69%	-13.01%	-1.11%	-1.54%
MFS Emerging Markets Debt R6	MEDHX	10.59%	5.53%	-14.73%	-13.01%	-2.30%	-1.54%
Vanguard Inflation-Protected Secs Adm	VAIPX	3.79%	5.53%	-11.89%	-13.01%	5.68%	-1.54%
Vanguard Interm-Term Investment-Grade	VFIDX	N/A	5.53%	-13.78%	-13.01%	-1.14%	-1.54%
Vanguard Total Bond Market Index Adm	VBTLX	5.70%	5.53%	-13.16%	-13.01%	-1.67%	-1.54%
<u>Interest fund</u>							
Great-West Guaranteed Interest Fund	N/A	1.95%	N/A	1.75%	N/A	1.40%	N/A

Plan Fees

The Plan charges fees to participants' accounts for investment management, advisory and record-keeping services that are directly offset from the investment funds' earnings. The fees vary by investment fund and are calculated based on the fund's daily asset value. According to the Fee Disclosure Report provided by Empower, Plan record-keeper, as of December 31, 2023, and 2022, the estimated fees were as follows:

December 31, 2023

Service	Annual Estimate	Estimated Average Cost Per Participant	Estimated Percentage of Total Assets
Payments to Investment Providers	\$ 352,498	\$ 74	0.46%
Payments to Recordkeeper	58,238	12	0.08%
Payments to Others	4,179	1	0.01%
Total Payment Estimate	\$ 414,915	\$ 87	0.55%

**Metropolitan Transit Authority of Harris County, Texas
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December 31, 2022

Service	Annual Estimate	Estimated Average Cost Per Participant	Estimated Percentage of Total Assets
Payments to Investment Providers	\$ 280,053	\$ 64.	0.49%
Payments to Recordkeeper	41,919	10	0.07%
Payments to Others	20,208	5	0.04%
Total Payment Estimate	<u>\$ 342,180</u>	<u>\$ 79</u>	<u>0.60%</u>

For a copy of the complete Fee Disclosure Report, please contact the Plan Administrator, Metropolitan Transit Authority of Harris County, Texas, P.O. Box 61429, Houston, Texas 77208-1429.

BASIC FINANCIAL STATEMENTS

Metropolitan Transit Authority of Harris County, Texas

Defined Contribution Plan

Statements of Fiduciary Net Position

December 31, 2023 and 2022

Assets:	<u>2023</u>	<u>2022</u>
Investments, at fair value	\$ 76,979,252	\$ 57,400,516
Employer contribution receivable	387,488	325,760
Total assets	<u>77,366,740</u>	<u>57,726,276</u>
Fiduciary net position:		
Restricted for pensions	<u>\$ 77,366,740</u>	<u>\$ 57,726,276</u>

The accompanying notes are an integral part of the Plan's basic financial statements.

Metropolitan Transit Authority of Harris County, Texas
Defined Contribution Plan

Statements of Changes in Fiduciary Net Position

Years Ended December 31, 2023 and 2022

	2023	2022
Additions:		
Investment income:		
Interest and dividend income	\$ 5,148,511	\$ 6,543,707
Net appreciation/(depreciation) in fair value of investments	4,481,482	(15,977,449)
Total investment income/(loss)	9,629,993	(9,433,742)
Contributions from METRO	13,539,975	10,496,255
Total additions	23,169,968	1,062,513
Deductions:		
Benefit payments	(3,387,372)	(3,517,291)
Administrative expenses	(142,132)	(109,880)
Total deductions	(3,529,504)	(3,627,171)
Changes in fiduciary net position	19,640,464	(2,564,658)
Fiduciary net position – restricted for pensions:		
Beginning of the year	57,726,276	60,290,934
End of the year	\$ 77,366,740	\$ 57,726,276

The accompanying notes are an integral part of the Plan's basic financial statements.

Metropolitan Transit Authority of Harris County, Texas
Defined Contribution Plan

Notes to the Basic Financial Statements

December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN

The following description of Metropolitan Transit Authority (METRO) Defined Contribution Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General

The Plan is a single employer, 401(a) defined contribution pension plan that is qualified under Section 401(a) of the Internal Revenue Code (the “IRC”) and is also a governmental plan under Section 414(d) of the IRC. The Plan is not covered by the Employee Retirement Income Security Act of 1974.

Eligibility

METRO established this Plan with the objective of assisting employees in accumulating resources for their retirement. The Plan became effective for new full-time employees who were not covered under the Labor Agreement 260 and hired after September 30, 2007. Subsequently, the Plan also became effective for new employees who were covered under the Labor Agreement and hired after September 30, 2012. It also includes employees who are participants of METRO’s Union and Non-Union Pension Plans (Pension Plans) but changed their status from union position to a non-union one or vice versa after the Pension Plans closed for new employees. Full-time employees are eligible to participate in the Plan upon their employment with METRO. The following table presents information of Plan participants during plan years ended December 31, 2023, and 2022:

Participants	2023	2022
Eligible participants – January 1st	4,398	3,677
<u>Less:</u> Terminated participants who removed funds	(437)	(249)
<u>Add:</u> New participants	810	970
Eligible participants – December 31st	4,771	4,398

Contributions to Participants 401(a) Account

Only METRO contributes to the participants 401(a) Defined Contribution Plan account. METRO Board of Directors authorize these contributions and are included in the annual operating budget. The base contribution is two (2) percent of the participant’s compensation as defined under the Plan’s provisions. In addition to the base contribution, METRO matches up to four (4) percent of the employee’s compensation based on their contribution to their 457(b) Deferred Compensation Plan account.

METRO contributions are deposited into the employee’s 401(a) Defined Contribution Plan individual account during the normal weekly or bi-weekly payroll cycle. Participants who are no longer employed at METRO can remain in the Plan but contributions are no longer made to their account.

Participants’ Accounts

Each participant has an individual 401(a) Defined Contribution Plan account with the record-keeper which tracks contributions made by METRO, investments they purchased/sold and related fees. New participants are automatically invested in a target date fund based on their date of birth and can reallocate those contributions between thirty-one (31) investment options established under the Plan. Ultimately, participants control how funds in their account are invested in the available investment line-up.

Metropolitan Transit Authority of Harris County, Texas
Defined Contribution Plan

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Vesting

Participant's vesting in the employer contributions is based on years of service and the vesting rate which is forty (40) percent after the second year of service, and twenty (20) percent annually thereafter. Participants are one hundred (100) percent vested after their fifth year of service. A year of service equals a twelve-consecutive-month period during which the employee completes at least one thousand hours of service.

Participant Loans

The Plan does not permit participant loans.

Plan Administration and Fees

METRO is the Plan Administrator with the general administration and record keeping services provided by Empower Retirement, a subsidiary of Great-West Life & Annuity Insurance Company. Fees associated with administration, recording keeping, money managers and discretionary managed account services are paid from the participants' accounts.

The Plan contracted HUB Retirement & Wealth Management to provide investment advisory services to the Committee whose fees are paid through the forfeiture account.

Payment of Benefits

A participant's 401(a) defined contribution pension account balance is available upon severance from METRO's service or death based on their vesting level. A participant may elect to receive: 1) a single lump sum amount equal to the value of their account, 2) a partial lump-sum payment of a specified amount, with the balance payable in installment payments for a period of years, 3) annuity payments payable either monthly, quarterly, or annually over a period not exceeding the life expectancy of the participant, or, in certain circumstances, the joint life expectancy of the participant and a "designated beneficiary" (as defined in the Internal Revenue Code (Code), or 4) installment payments for a period of years. Upon termination from METRO, or attainment of age 72, funds may be rolled over into an eligible retirement plan (as defined in the Code), or an IRA.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The accompanying basic financial statements of the Plan are presented in accordance with generally accepted accounting principles established by the Governmental Accounting Standards Board (GASB).

Basis of Accounting

The Plan's financial statements are prepared using the accrual basis of accounting. Contributions are reported when payments become due from METRO, the Plan Sponsor, while investment income (net of investment and administrative fees) is reported when earned. Payments made to participants upon termination or retirement are reported when paid.

Metropolitan Transit Authority of Harris County, Texas
Defined Contribution Plan

Notes to the Basic Financial Statements

December 31, 2023 and 2022

Investment Policy

The Plan's investment policy is focused on providing resources for participants to save for retirement. Participants can choose from thirty-one (31) funds that cover a wide range of investment strategies and customize their investment portfolio based on their personal risk tolerance levels and financial goals. To assist participants, implement and monitor their long-term investment strategy, online administrative and investment tools are provided by the Plan's record-keeper and service provider Empower Retirement.

Investment Valuation

The Plan's investments are stated at fair value, which 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.

Participants Accounts and Income Recognition

Changes in the value of a Participant's account relate to contributions from METRO, interest, dividends, investments sales and change in market value. Purchases and sales of securities are recorded on a trade-date basis. Dividends are processed the evening of the execution date and recorded with a drop date on the next business day. Interest is credited to participant-guaranteed accounts based on the rate communicated by Empower. Share values of mutual funds are received from the National Security Clearing Corporation, Interactive Data Corporation or the mutual fund company.

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 amounts reported in the Plan's financial statements. Actual results could differ from those estimates.

3. CUSTODIAL CREDIT RISK

For investments, custodial credit risk is the risk that in the event of the failure of the counterparty, the Plan will not be able to recover the value of their investments or collateral securities that are in the possession of the outside party. Investment securities are exposed to custodial credit risk if the securities are uninsured, are not registered in the name of the Plan, and are held by either the counterparty or the counterparty trust department. All Plan's investments are held by the individual mutual funds' asset custodians in the Plan's name and therefore, are not exposed to custodial credit risk.

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Notes to the Basic Financial Statements

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4. FAIR VALUE MEASUREMENTS

The Plan categorizes its fair value hierarchy as established by U.S. generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs. In determining fair value, the Plan utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs to the extent possible in its assessment of fair value. Following is a description of the valuation methodologies used for assets measured at fair value:

Investments in mutual funds are actively traded on a nationally recognized stock exchange and are therefore considered as Level 1.

Investments disclosed as Level 2 represents funds invested in Great-West Guaranteed Interest Fund (the Fund) whose investment value represents contributions made by participants to the Fund, plus earnings, less participant withdrawals and administrative expenses.

All investments are recorded at their net asset value (unit value) and calculated daily after the close of the current trading day by each mutual fund. This value is used to calculate the daily ending investment balance for each participant and to price investment transactions settling at the end of the day.

The following tables set forth by level, within the fair value hierarchy, a summary of the Plan's investments measured at fair value as of December 31, 2023, and December 31, 2022:

2023 Fair Value Measurement Based on Reporting Hierarchy

	Level 1	Level 2	Level 3	Total
Mutual funds:				
Domestic stock	\$ 10,509,695	\$ -	-	\$ 10,509,695
International stock	4,299,883	-	-	4,299,883
Balanced	340,165	-	-	340,165
Target retirement date	55,056,481	-	-	55,056,481
Specialty	643,319	-	-	643,319
Bond	3,257,513	-	-	3,257,513
Great-West Guaranteed Interest Fund	-	2,872,196	-	2,872,196
Total investments, at fair value	<u>\$ 74,107,056</u>	<u>\$ 2,872,196</u>	<u>\$ -</u>	<u>\$ 76,979,252</u>

2022 Fair Value Measurement Based on Reporting Hierarchy

	Level 1	Level 2	Level 3	Total
Mutual funds:				
Domestic stock	\$ 5,842,420	\$ -	-	\$ 5,842,420
International stock	2,680,269	-	-	2,680,269
Balanced	934,703	-	-	934,703
Target retirement date	42,853,658	-	-	42,853,658
Specialty	988,825	-	-	988,825
Bond	2,524,923	-	-	2,524,923
Great-West Guaranteed Interest Fund	-	1,575,718	-	1,575,718
Total investments, at fair value	<u>\$ 55,824,798</u>	<u>\$ 1,575,718</u>	<u>\$ -</u>	<u>\$ 57,400,516</u>

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5. FORFEITURE ACCOUNT

Participant account balances are transferred to a forfeiture account within the Plan when a participant separates from service prior to being one hundred (100) percent vested. Per the Plan document, METRO may use the forfeited funds to first offset Plan expenses, then to reduce its contributions, and then to reallocate any remainder balance to participants in the same manner as METRO's contributions are allocated.

The following table summarizes transactions that occurred within the forfeiture account during plan year 2023 and 2022 as well as the Plan's forfeiture account balance as of December 31, 2023, and 2022:

	<u>2023</u>	<u>2022</u>
Beginning balance	\$ 994,289	\$ 512,619
Non-vested transfers	929,338	510,032
Investment income	25,158	11,502
Administrative Expenses	<u>(56,373)</u>	<u>(39,864)</u>
Ending balance	<u>\$ 1,892,412</u>	<u>\$ 994,289</u>

6. TERMINATED PARTICIPANTS

As of December 31, 2023, and 2022, the Plan had 95 and 90 terminated vested participants who had account balances totaling \$1,111,190 and \$921,812, respectively. These participants no longer receive contributions from METRO and their account balances are adjusted only for fees, investment earnings and withdrawals.

7. RELATED PARTY TRANSACTIONS

The costs of administering the Plan are paid with the monthly administrative fee charged to participant accounts, an annualized asset-based fee assessed to the Plan's investment funds, and interest earned on assets held in the Plan's custodial account which is administered by the Plan's custodian.

8. INCOME TAX STATUS

The Plan has not obtained a determination letter from the Internal Revenue Services since METRO adopted a pre-approved prototype plan from Great-West Retirement Services and has not made any extensive modifications to such prototype plan. The Plan Administrator believes that the Plan complies with the applicable requirements of the Internal Revenue Code and, therefore, qualifies as a tax-favored Plan.

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9. PLAN TERMINATION

METRO as Plan Sponsor has the right to amend, suspend, or terminate the Plan if the amounts of the Participant's balances are not affected. Upon termination of the Plan, Participants or their beneficiaries would become fully vested in their accounts as provided in the Plan's controlling document. METRO also has the right to discontinue contributions and add or eliminate any investment option, in whole or in part.

10. RISKS AND UNCERTAINTIES

The Plan provides for participant directed investments that are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investments and the level of uncertainty related to the changes in the value of investments, it is at least reasonably possible, that changes in risks in the near term could materially affect participants' account balances and the amounts reported in the Statements of Fiduciary Net Position and the Statements of Changes in Fiduciary Net Position.

11. SUBSEQUENT EVENTS

The Plan's management has evaluated subsequent events through September 9, 2024; the date the Plan's financial statements were available to be issued. No changes were made, or are necessary to be made, to the Plan's financial statements, as a result of this evaluation.