

**MARYLAND SMALL BUSINESS
RETIREMENT SAVINGS PROGRAM**

**Financial Statements Together with
Reports of Independent Public Accountants**

For the Years Ended December 31, 2024 and 2023

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Financial Statements Together with Reports of Independent Public Accountants

DECEMBER 31, 2024 AND 2023

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REPORT OF INDEPENDENT PUBLIC ACCOUNTANTS ON THE AUDIT OF THE FINANCIAL STATEMENTS

To the Board of Directors
Maryland Small Business Retirement Savings Program

Opinion

We have audited the accompanying statements of net position of the Maryland Small Business Retirement Savings Program and its fiduciary fund (the Program) as of December 31, 2024 and 2023, the related statements of revenue, expenses and changes in net position and cash flows, where applicable, for the years then ended and the related notes to the financial statements, which collectively comprise the Program's basic financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net position of the Program as of December 31, 2024 and 2023, and the respective changes in its financial position and its cash flows, where applicable, 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) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. 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 Program and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our 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 controls 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 Program'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 Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the basic 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 GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. 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 basic financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the basic 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 basic financial statements.
- Obtain an understanding of internal controls 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 Program's internal controls. 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 basic financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Program'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 controls-related matters that we identified during the audit.

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, although not a part of the 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 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



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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 audit 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.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated July 29, 2025 on our consideration of the Program's internal controls over financial reporting and our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal controls over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal controls over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be considered in assessing the results of our audit.

Owings Mills, Maryland
July 29, 2025

SBC + Company, LLC

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Management's Discussion & Analysis December 31, 2024 and 2023

Overview of the Financial Statements and Financial Analysis

The Maryland Small Business Retirement Program's (the Program) Management's Discussion and Analysis is designed to (a) assist the reader in focusing on significant financial issues, (b) provide an overview of the Program's financial activity, (c) identify changes in the Program's financial position (its ability to address the next and subsequent year challenges), and (d) identify individual program issues or concerns.

Since the Management's Discussion and Analysis (MD&A) is designed to focus on the current year's activities, resulting changes and currently known facts, please read it in conjunction with the Program's financial statements.

Financial Highlights

- The Program's net position decreased by \$0.928 million and \$1.024 million in 2024 and 2023, respectively. Net position was (\$5.3) million, (\$4.3) million, and (\$3.3) million as of December 31, 2024, 2023, and 2022, respectively.
- Revenue increased by \$9,566 during 2024 and decreased by \$0.220 million during 2023, and was \$41,572, \$32,006, and \$0.252 million for the years ended December 31, 2024, 2023, and 2022, respectively.
- The total expenses decreased \$86,196 during 2024 and increased \$0.203 million during 2023. Total expenses were \$0.970 million, \$1.056 million, and \$0.853 million for the years ended December 31, 2024, 2023, and 2022, respectively.
- The Program went live on a pilot basis in June 2022 and became fully operational as of September 15, 2022. The Program's Trust Fund, which consists of the Program participants' IRA account balances, held a total of \$13.623 million and \$4.932 million, as of December 31, 2024 and 2023, respectively.

Statement of Net Position

These financial statements include a Statement of Net Position, which is similar to a balance sheet. The Statement of Net Position reports all financial and capital resources for the Program. The statement is presented in the format where assets, minus liabilities, equal "Net Position." Assets and liabilities are presented in order of liquidity and are classified as "Current" (convertible into cash within one year), and "Non-current."

The focus of the Statement of Net Position (the "Unrestricted Net Position") is designed to represent the net available liquid (non-capital) assets, net of liabilities, for the Program. Net Position is reported in three broad categories.

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Management's Discussion & Analysis December 31, 2024 and 2023

Statement of Net Position (continued).

Net investment in capital assets: This component of net position consists of all capital assets, reduced by the outstanding balances of any bonds, mortgages, notes or other borrowings that are attributable to the acquisition, construction, or improvement of those assets.

Restricted net position: This component of net position consists of restricted assets, when constraints are placed on the asset by creditors (such as debt covenants), grantors, contributors, laws, regulations, etc.

Unrestricted net position: This component of net position consists of net position that do not meet the definition of "Investment in Capital Assets, Net of Related Debt" or "Restricted Net Position."

Statement of Revenue, Expenses, and Change in Net Position

The financial statements also include a Statement of Revenue, Expenses and Changes in Net Position. This Statement includes operating revenue, such as operating grants, service fees, operating expenses, such as salaries, wages, and benefits, marketing and general, and non-operating revenue and expenses, investment income and interest expense.

The focus of the Statement of Revenue, Expenses and Change in Net Position is the change in net position, which is similar to net income or loss.

Statement of Cash Flows

A Statement of Cash Flows is included, which discloses net cash from operating activities, capital and related financing activities, noncapital and related financial activities, and investing activities.

The Program's Operations

The Program was established to administer a retirement savings program for State of Maryland employees of employers that do not offer workplace retirement savings programs. By design, the Program did not collect any fees from program participants for the first year of operations. In September 2023, the Program began collecting a yearly \$6 fee from each participant's account (the fee is accessed as a \$1.50 quarterly charge). The Program has relied solely on loans and/or grants from the State to fund startup operational costs.

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Management's Discussion & Analysis December 31, 2024 and 2023

Financial Highlights

The following table provides a comparative summary and an analysis of the Program's assets, liabilities and net position as of December 31:

	As of December 31,			2024 - 2023	2023 - 2022
	2024	2023	2022	Variance	Variance
Current assets	\$ 1,489,305	\$ 1,500,522	\$ 1,668,892	\$ (11,217)	\$ (168,370)
Noncurrent assets	28,586	1,756	22,800	26,830	(21,044)
Total Assets	1,517,891	1,502,278	1,691,692	15,613	(189,414)
Current liabilities	61,621	38,683	96,369	22,938	(57,686)
Noncurrent liabilities	6,725,899	5,804,800	4,912,342	921,099	892,458
Total Liabilities	6,787,520	5,843,483	5,008,711	944,037	834,772
Net Position:					
Net investment in capital assets	6,747	1,756	2,019	4,991	(263)
Unrestricted	(5,276,376)	(4,342,961)	(3,319,038)	(933,415)	(1,023,923)
Total Net Position	\$ (5,269,629)	\$ (4,341,205)	\$ (3,317,019)	\$ (928,424)	\$ (1,024,186)

Major Factors Affecting the Statement of Net Position

During 2024, total assets increased \$15,613. Current assets decreased primarily due to the timing of receipt of payment of accounts receivable at year-end 2024 compared to year-end 2023. During 2023, total assets decreased by \$189,414. Current assets decreased primarily due to a decrease in cash and cash equivalents from additional borrowing from the State of Maryland.

During 2024, total liabilities increased by \$0.944 million primarily due to additional borrowing from the State of Maryland. During 2023, total liabilities increased by \$0.835 million primarily due to additional borrowing from the State of Maryland.

Capital Assets and Debt

As of December 31, 2024, 2023, and 2022, the Program had net capital asset balances of \$6,747, \$1,756, and \$2,019, respectively, which consisted of furniture and equipment, net of accumulated depreciation.

As of December 31, 2024, 2023, and 2022, the Program had a liability due to the State of Maryland of \$6.705 million, \$5.805 million, and \$4.905 million, respectively. Debt increased during 2024 and 2023 due to additional borrowing from the State of Maryland. See Note 5 to the financial statements for the terms of this liability.

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Management's Discussion & Analysis December 31, 2024 and 2023

Administrative Operations Financial Highlights

Statements of Revenue, Expenses and Change in Net Position

The following table provides a comparative summary and an analysis of the Program's revenues and expenses for the years ended December 31:

	For the Years Ended December 31,			2024 - 2023	2023 - 2022
	2024	2023	2022	Variance	Variance
Revenue:					
Operating grants	\$ -	\$ 25,000	\$ 250,000	\$ (25,000)	\$ (225,000)
Program fees	28,716	264	-	28,452	264
Interest income	12,856	6,742	2,201	6,114	4,541
Total Revenues	41,572	32,006	252,201	9,566	(220,195)
Expenses:					
Salaries, wages, and benefits	374,544	412,721	361,567	(38,177)	51,154
Marketing	275,964	298,471	190,493	(22,507)	107,978
Insurance	80,034	74,307	60,678	5,727	13,629
Facilities operations	17,938	12,744	16,002	5,194	(3,258)
General	214,617	249,555	221,174	(34,938)	28,381
Travel	4,597	7,240	1,824	(2,643)	5,416
Depreciation	2,302	1,154	1,485	1,148	(331)
Total Expenses	969,996	1,056,192	853,223	(86,196)	202,969
Change in Net Position	\$ (928,424)	\$ (1,024,186)	\$ (601,022)	\$ 95,762	\$ (423,164)

Major Factors Affecting the Statement of Revenue and Expenses

Revenue increased \$9,566 in 2024 compared to 2023 primarily due to increased program fees. Revenue decreased \$0.220 million during 2023 due to a one-time operating grant received in 2022 that was not received in 2023.

Total expenses decreased \$86,196 in 2024 compared to 2023 primarily due to decreased general expenses, marketing costs, and salaries, wages, and benefits expenses. Total expenses increased \$0.203 million in 2023 compared to 2022 primarily due to increased marketing costs and salaries, wages, and benefits expenses.

Economic Factors

Significant economic factors affecting the Program are as follows:

- Borrowing from by the State of Maryland;
- Local labor supply and demand, which can affect salary and wage rates; and
- Inflationary pressure on supplies, marketing costs, and other costs.

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Management's Discussion & Analysis December 31, 2024 and 2023

Economic Factors (continued)

In September 2023, the Program began collecting a yearly \$6 fee from each participant's account (the fee is accessed as a \$1.50 quarterly charge). The Program did not charge an annual program fee to participants during the first Program year. Until the Program obtains sufficient accounts in the Fund to cover operating expenditures, the Program will be dependent upon funding from the State of Maryland. The Program cannot estimate if or when this will happen and is dependent upon the State of Maryland until it does. As of December 31, 2024, the Program owes the State of Maryland \$6.7 million for funding its operations.

Financial Contact

This financial report is designed to provide our residents of the State of Maryland and the Maryland Legislature with a general overview of the Program's financial position and results of operations for the year. To obtain financial information about the Program, contact Glenn Simmons, Executive Director, Maryland Small Business Retirement Savings Program, at 11350 McCormick Road, Executive Plaza III, Suite LL12, Hunt Valley, MD, 21031.

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Statements of Net Position Enterprise Fund As of December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Current assets		
Cash	\$ 1,444,436	\$ 1,417,206
Accounts receivable	18,862	60,566
Prepaid expenses and other assets	12,904	14,433
Right of use asset, current	13,103	8,317
Total current assets	<u>1,489,305</u>	<u>1,500,522</u>
Noncurrent assets		
Capital assets, net	6,747	1,756
Right of use asset, noncurrent	21,839	-
Total Assets	<u><u>\$ 1,517,891</u></u>	<u><u>\$ 1,502,278</u></u>
LIABILITIES AND NET POSITION		
Current liabilities		
Accounts payable	\$ 33,555	\$ 14,261
Accrued salaries	14,048	16,880
Lease liability, current	14,018	7,542
Total current liabilities	<u>61,621</u>	<u>38,683</u>
Noncurrent liabilities		
Lease liability, noncurrent	21,099	-
Due to State of Maryland	6,704,800	5,804,800
Total Liabilities	<u>6,787,520</u>	<u>5,843,483</u>
Net Position		
Net investment in capital assets	6,747	1,756
Unrestricted net position	(5,276,376)	(4,342,961)
Total Net Position	<u>(5,269,629)</u>	<u>(4,341,205)</u>
Total Liabilities and Net Position	<u><u>\$ 1,517,891</u></u>	<u><u>\$ 1,502,278</u></u>

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

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Statements of Revenue, Expenses and Change in Net Position Enterprise Fund For the Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Operating Revenue		
Operating grants	\$ -	\$ 25,000
Program fees	28,716	264
Total Operating Revenue	<u>28,716</u>	<u>25,264</u>
Operating Expenses		
Salaries, wages, and benefits	374,544	412,721
Marketing	275,964	298,471
Insurance	80,034	74,307
Facilities operations	17,938	12,744
General	214,617	249,555
Travel	4,597	7,240
Depreciation	2,302	1,154
Total Operating Expenses	<u>969,996</u>	<u>1,056,192</u>
Operating Loss	(941,280)	(1,030,928)
Non-Operating Revenue		
Interest income	<u>12,856</u>	<u>6,742</u>
Decrease in net position	(928,424)	(1,024,186)
Net position, beginning of year	(4,341,205)	(3,317,019)
Net Position, End of Year	<u>\$ (5,269,629)</u>	<u>\$ (4,341,205)</u>

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

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Statements of Cash Flows

Enterprise Fund

For the Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Cash Flows From Operating Activities		
Cash received from operating grants	\$ -	\$ 25,000
Cash received from program fees	28,716	264
Cash payments for salaries & benefits	(377,376)	(452,037)
Cash payments to suppliers	(516,993)	(699,781)
Net Cash From Operating Activities	<u>(865,653)</u>	<u>(1,126,554)</u>
Cash Flows From Non-Capital and Related Financing Activities		
Proceeds from the State of Maryland	<u>900,000</u>	<u>900,000</u>
Cash Flows From Capital and Related Financing Activities		
Purchases of capital assets	(7,293)	(891)
Payments on lease liability	<u>(12,680)</u>	<u>(13,933)</u>
Cash Flows From Investing Activities		
Cash received from interest	<u>12,856</u>	<u>6,742</u>
Net Change in Cash	27,230	(234,636)
Total cash, beginning of year	1,417,206	1,651,842
Total Cash, End of Year	<u>\$ 1,444,436</u>	<u>\$ 1,417,206</u>
Reconciliation of Operating Loss to Net Cash		
From Operating Activities		
Operating loss	\$ (941,280)	\$ (1,030,928)
Adjustment to reconcile operating loss to net cash from operating activities:		
Depreciation	2,302	1,154
Amortization of right of use asset	13,630	12,464
Effect of changes in non-cash operating assets and liabilities:		
Accounts receivable	41,704	(60,566)
Prepaid expenses and other assets	1,529	2,617
Accounts payable	19,294	(11,979)
Accrued salaries	(2,832)	(39,316)
Net Cash From Operating Activities	<u>\$ (865,653)</u>	<u>\$ (1,126,554)</u>

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

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

**Statements of Fiduciary Net Position
Fiduciary Fund
As of December 31, 2024 and 2023**

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments	<u>\$ 13,623,948</u>	<u>\$ 4,932,066</u>
NET POSITION		
Held in trust	<u>\$ 13,623,948</u>	<u>\$ 4,932,066</u>

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

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Statements of Change in Fiduciary Net Position

Fiduciary Fund

For the Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ADDITIONS		
Net appreciation of investments	\$ 661,338	\$ 199,611
Contributions	11,682,216	5,253,077
Total Additions	<u>12,343,554</u>	<u>5,452,688</u>
DEDUCTIONS		
Withdrawals and benefits paid	3,635,079	721,203
Administrative expenses	16,593	3,945
Total Deductions	<u>3,651,672</u>	<u>725,148</u>
Change in net position	8,691,882	4,727,540
Net position, beginning of period	4,932,066	204,526
Net Position, End of Period	<u>\$ 13,623,948</u>	<u>\$ 4,932,066</u>

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

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Notes to the Financial Statements December 31, 2024 and 2023

1. ORGANIZATION

Reporting Entity

The Maryland Small Business Retirement Savings Program Board (the Board) was established by Chapter 324, Acts of 2016 in July 2016. The Board was established to implement, maintain, and administer the Maryland Small Business Retirement Savings Program (the Program) and the Maryland Small Business Retirement Savings Trust (the Trust). The Board consists of 11 members which include the Maryland State Treasurer, ex-officio, the Secretary of Labor, ex-officio, three members appointed by the Governor, the President of the Senate, and the Speaker of the House of Delegates. The Board began administrative operations on June 1, 2018. MarylandSaves, the retirement savings program created by the board, began their pilot program in June of 2022 and launched full operations for the retirement savings program on September 15, 2022.

Maryland employees of employers that do not offer workplace retirement savings programs are eligible to be enrolled in an Individual Retirement Account (IRA) under the Program through an employee payroll deduction plan. Anyone who is automatically enrolled may choose a different contribution rate or opt out of the Program entirely. The Program has arranged for a selection of privately managed investment options with a default option in the absence of an employee's specific selection. Employers that participate in the Program or offer another other qualified workplace retirement savings program will be eligible to receive waiver of their State Department Assessments and Taxation (SDAT) Annual Report Filing Fee, which is \$300 for most businesses.

The Program also includes provisions that allow for self-employed individuals and Maryland workers employed by non-participating businesses to register with the program and create their own personal retirement savings account.

The Program and employers that participate in the Program have no interest in the contributions to or earnings on amounts contributed to accounts established under the Program. The Board acts as a fiduciary with respect to the investments offered by the Program.

The Program was established as a body corporate and politic and a public instrumentality of the State of Maryland (the State) and is a discretely presented component unit of the State. As such, its activities are included in the Annual Comprehensive Financial Report of the State as a discretely presented component unit.

These financial statements present only the Program, and do not purport to, and do not, present the net position or activity of the State.

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Notes to the Financial Statements December 31, 2024 and 2023

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Program have been prepared in conformity with generally accepted accounting principles (GAAP) as applied to government units. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. The Program is a Special Purpose Government Agency engaged only in business-type activities and therefore presents only the financial statements required for the enterprise fund.

Enterprise Fund – In accordance with the Enterprise Fund Method, activity is recorded using the accrual basis of accounting and the measurement focus is on the flow of economic resources. Under the accrual basis of accounting revenue is recognized when earned and expenses are recorded at the time liabilities are incurred. This required the Program to account for operations in a manner similar to private business or where the Board has decided that the determination of revenue earned, costs incurred and/or net income is necessary for management accountability. This fund accounts for the administrative operations of the Program.

Fiduciary Fund – The fiduciary fund is used to report assets held in a trustee or agency capacity for others and therefore is not available to support the Program. The reporting focus for the fiduciary fund is on net position and changes in net position and accounting principles used are similar to enterprise funds.

The Program operates one trust fund. The Program accounts for the retirement benefits of the Maryland Small Business Retirement Savings Program. Since, by definition these assets are held for the benefit of a third party (Program participants) and cannot be used to address activities or obligations of the Program, these funds are not incorporated into the Program financial statements. These funds are presented in the fiduciary fund financial statements.

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 the reported amounts of revenue and expenses during the period. Actual results could differ from those estimates.

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Notes to the Financial Statements December 31, 2024 and 2023

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Accounts Receivable

Accounts receivable consisted primarily of contract receivables. Receivables are valued at management's estimate of the amount that will ultimately be collected. The allowance for credit losses is based on specific identification of uncollectible accounts and the Program's historical collection experience.

Management believes that all receivables as of December 31, 2024 and 2023, were fully collectible and, therefore, no allowance for credit losses is recorded.

Prepaid Expenses

Prepaid expenses consist of payments made to vendors for services that will benefit future periods.

Capital Assets

Capital assets are recorded at historical cost. The Program capitalizes all asset expenditures with a useful life of over one year and significant renewals and betterments over \$1,000. The costs of maintenance and repairs are expensed when incurred. Depreciation is computed using the straight-line method over the estimated useful lives of the assets, which range from five to seven years.

Right of Use Asset and Lease Liability

The Program has entered into a lease agreement for office space. As the Program enters into a lease, the right to use the asset and associated liability are recorded at the net present value of the lease payments at inception and the asset is amortized over the shorter of the term of the lease or the useful life.

Accounts Payable

Accounts payable represent costs incurred as of year-end that have not yet been paid. These expenses have been included in total operating expenses reported on the accompanying statements of revenue, expenses, and change in net position.

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Notes to the Financial Statements December 31, 2024 and 2023

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Net Position

Net position represents the difference between assets and liabilities. Net investment in capital assets consists of capital assets, net of accumulated depreciation, reduced by any outstanding balances of any borrowing used for the acquisition, construction, or improvement of those assets. Net position is reported as restricted when there are limitations imposed on their use through external restrictions imposed by creditors, granters or laws and regulations of governments. The Program first applies restricted resources when an expense is incurred for purposes for which both restricted and unrestricted net position is available.

Revenue and Expenses

Grants received for operations are shown as operating income. Program fees consist of the quarterly fee charged to participants as part of operations, shown as operating revenue.

Operating expenses include the costs associated with the day-to-day operations of the Program and depreciation on capital assets. All revenue and expenses not meeting these definitions are reported as non-operating revenue and expense.

3. CASH

Custodial Credit Risk

Custodial credit risk is the risk that, in the event of the failure of the counterparty, the Program would not be able to recover the value of its deposits or collateral securities that are in the possession of an outside party. Cash deposits maintained in banks are covered by U.S. Federal Deposit Insurance Coverage (FDIC) up to \$250,000. As of December 31, 2024 and 2023, all deposits were fully covered by FDIC insurance.

The Program's cash and cash equivalents consisted of the following as of December 31, 2024 and 2023:

	2024	
	<u>Book Balance</u>	<u>Bank Balance</u>
Demand deposits at financial institutions	<u>\$ 1,444,436</u>	<u>\$ 1,444,436</u>
	2023	
	<u>Book Balance</u>	<u>Bank Balance</u>
Demand deposits at financial institutions	<u>\$ 1,417,206</u>	<u>\$ 1,417,206</u>

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Notes to the Financial Statements December 31, 2024 and 2023

4. CAPITAL ASSETS, NET

A summary of activity in capital assets for the years ended December 31, 2024 and 2023, was as follows:

	2024			
	Beginning of Year	Additions	Disposals	End of Year
Furniture and equipment	\$ 11,530	\$ 7,293	\$ -	\$ 18,823
Less: accumulated depreciation	9,774	2,302	-	12,076
Capital Assets, Net	\$ 1,756	\$ 4,991	\$ -	\$ 6,747

	2023			
	Beginning of Year	Additions	Disposals	End of Year
Furniture and equipment	\$ 10,639	\$ 891	\$ -	\$ 11,530
Less: accumulated depreciation	8,620	1,154	-	9,774
Capital Assets, Net	\$ 2,019	\$ (263)	\$ -	\$ 1,756

5. LEASE LIABILITY

The Program had a lease for office space which expired in July 2024. The Program records a lease liability equal to the minimum future rental payments discounted to present value. As the interest rate implicit in the lease is not readily determinable, the Program utilizes a risk-free rate to discount the lease payments. Subsequent to year-end, the lease was renewed for a 3-year period to expire in July 2027.

Lease liability activity for the years ended December 31, 2024 and 2023, was as follows:

	2024				
	Beginning of Year	Additions	Retirements	End of Year	Amounts Due in One Year
Lease liability	\$ 7,542	\$ 40,255	\$ (12,680)	\$ 35,117	\$ 14,018

	2023				
	Beginning of Year	Additions	Retirements	End of Year	Amounts Due in One Year
Lease liability	\$ 21,475	\$ -	\$ (13,933)	\$ 7,542	\$ 7,542

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Notes to the Financial Statements December 31, 2024 and 2023

5. LEASE LIABILITY (continued)

The minimum future rental payments required under the non-cancelable lease as of December 31, 2024 are as follows:

<u>Years Ending December 31</u>	<u>Amount</u>
2025	\$ 14,018
2026	14,438
2027	8,568
Total	<u>\$ 37,024</u>
Less: amounts representing interest	1,907
Total	<u><u>\$ 35,117</u></u>

Right of use asset activity for the years ended December 31, 2024 and 2023, was as follows:

		<u>2024</u>			
		<u>Beginning of</u>			
		<u>Year</u>	<u>Additions</u>	<u>Amortization</u>	<u>End of Year</u>
Right of use asset	<u>\$ 8,317</u>	<u>\$ 40,255</u>	<u>\$ (13,630)</u>	<u>\$ 34,942</u>	
		<u>2023</u>			
		<u>Beginning of</u>			
		<u>Year</u>	<u>Additions</u>	<u>Amortization</u>	<u>End of Year</u>
Right of use asset	<u>\$ 20,781</u>	<u>\$ -</u>	<u>\$ (12,464)</u>	<u>\$ 8,317</u>	

6. DUE TO STATE OF MARYLAND

The Program entered into a memorandum of understanding with the State of Maryland Department of Labor (the Department) to provide interest free loan funds for the implementation, maintenance, and administration of the Program. Loans were issued by the State of Maryland in the following amounts:

<u>Fiscal Year</u>	<u>Amount</u>
2024	\$ 900,000
2023	900,000
2022	1,800,000
2020	900,000
2019	900,000
2018	1,304,800
Total	<u><u>\$ 6,704,800</u></u>

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Notes to the Financial Statements December 31, 2024 and 2023

6. DUE TO STATE OF MARYLAND (continued)

The terms of the loans call for the principal to be repaid as the Program becomes self-sufficient.

Due to State of Maryland activity for the years ended December 31, 2024 and 2023, was as follows:

	2024				Amounts Due in One Year
	Beginning of Year	Additions	Payments	End of Year	
Due to State of Maryland	\$ 5,804,800	\$ 900,000	\$ -	\$ 6,704,800	\$ -

	2023				Amounts Due in One Year
	Beginning of Year	Additions	Payments	End of Year	
Due to State of Maryland	\$ 4,904,800	\$ 900,000	\$ -	\$ 5,804,800	\$ -

7. INVESTMENTS HELD IN TRUST

The Board is responsible for the establishment, implementation, and maintenance of the Program. Vestwell State Savings, LLC serves as the Program Administrator and recordkeeper, and The Bank of New York Mellon serves as the Program's custodian. Blackrock, State Street Global Advisors, T. Rowe Price, and Lincoln Financial are the investment managers for the Program. The Program began accepting participant contributions on July 1, 2022.

Investments held by the Trust are stated at fair value, except for the fully benefit-responsive insurance annuity contract, which is stated at contract value. Fair value is based on quoted market prices at year end or best available estimate. Contract value is the relevant measure for fully benefit responsive insurance annuity contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Program. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses.

Accounting principles generally accepted in the United States of America establish a framework for measuring fair value. That framework 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).

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Notes to the Financial Statements December 31, 2024 and 2023

7. INVESTMENTS HELD IN TRUST (continued)

The three levels of the fair value hierarchy under accounting principles generally accepted in the United States of America are described below:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the entity has the ability to access.
- Level 2 Inputs to the valuation methodology include:
- Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets or liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability; and
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

The asset's 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

As of December 31, 2024 and 2023, investments consisted of mutual funds and a fully benefit-responsive insurance annuity contract. Mutual funds are valued at the fair value of the investments based on the price per the active market on which the securities are traded and are rendered Level 1.

The Program holds a traditional investment contract. This contract meets the fully benefit-responsive investment contract criteria, and therefore, is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Program. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment in value.

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Notes to the Financial Statements December 31, 2024 and 2023

7. INVESTMENTS HELD IN TRUST (continued)

The traditional investment contract held by the Program is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Program. The crediting rate is based on a formula established by the contract issuer. The crediting rate is reviewed on a periodic basis for resetting. The contract cannot be terminated before the scheduled maturity date.

The Program's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

Certain events might limit the ability of the Program to transact at contract value with the contract issuer. These events may be different under each contract. Examples of such events include the following:

1. Amendments to the Program documents (including complete or partial Program termination or merger with another Program);
2. Changes to the Program's prohibition on competing investment options or deletion of equity wash provisions;
3. Bankruptcy of the Program sponsor or other Program sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Program;
4. The failure of the trust to qualify for exemption from federal income taxes; and/or
5. Premature termination of the contract.

No events are probable of occurring that might limit the ability of the Program to transact at contract value with the contract issuers and that also would limit the ability of the Program to transact at contract value with the participants.

In addition, certain events allow the issuer to terminate the contracts with the Program and settle at an amount different from contract value. Those events may be different under each contract. Examples of such events include the following:

1. An uncured violation of the Program's investment guidelines;
2. A breach of material obligation under the contract;
3. A material misrepresentation; and/or
4. A material amendment to the agreements without the consent of the issuer.

MARYLAND SMALL BUSINESS RETIREMENT SAVINGS PROGRAM

Notes to the Financial Statements December 31, 2024 and 2023

7. INVESTMENTS HELD IN TRUST (continued)

As of December 31, 2024 and 2023, investments in the Program consisted of the following:

	<u>2024</u>	<u>2023</u>
Guaranteed investment contract	\$ 5,492,423	\$ 2,735,106
Mutual funds	8,131,525	2,196,960
Total Investments	<u>\$ 13,623,948</u>	<u>\$ 4,932,066</u>

Custodial credit risk is the risk that, in the event of a failure of the counterparty, the Program would not be able to recover the value of its deposits, investments, or collateral securities that were in the possession of an outside party. Investment securities are exposed to custodial credit risk if they are uninsured or not registered in the name of the Program and are held by either the counterparty or the counterparty's trust department or agent, but not in the Program's name.

Interest rate risk is the risk that changes in interest rates will adversely affect the value of an investment.

Credit risk is the risk associated with an issuer of an investment who may not fulfill its obligation to the holder of the investment.

Concentration of credit risk is the risk of loss attributed to the magnitude of the Program's investment in a single issuer. The Program's investments are managed by several fund managers. The concentrations of investments are determined by the participants' elections to invest in the available investment options as selected by the Board.

Since all investments are participant directed, all risks exist at the participant level. Each individual participant has the ability to liquidate their positions on demand and has responsibility for managing their exposure to fair value loss.

8. RISKS AND UNCERTAINTIES

The Program invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. 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 accompanying statements of fiduciary net position.



Certified Public
Accountants &
SBC Business Advisors

**REPORT OF INDEPENDENT PUBLIC ACCOUNTANTS ON INTERNAL CONTROLS
OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS
BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN
ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS***

Board of Directors
Maryland Small Business Retirement Savings Program

We have audited in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of the Maryland Small Business Retirement Savings Program (the Program) which comprise the statement of financial position as of December 31, 2024, and the related statements of revenue, expenses and changes in net position and cash flows for the year then ended, and the related notes to the financial statements and have issued our report thereon dated July 29, 2025.

Report on Internal Controls over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Program's internal controls over financial reporting (internal controls) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Program's internal controls. Accordingly, we do not express an opinion on the effectiveness of the Program's internal controls.

A deficiency in internal controls exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal controls, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal controls that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal controls was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal controls that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal controls over financial reporting that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Program’s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal controls and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Program’s internal controls or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Program’s internal controls and compliance. Accordingly, this communication is not suitable for any other purpose.

Owings Mills, Maryland
July 29, 2025

