

TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR

Actuarial Valuation
Short Plan Year: January 1, 2025 to August 31, 2025
Valuation Date: January 1, 2025

Prepared by
Actuarial Systems Corporation
February 15, 2025

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**
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Valuation Date: 1/1/2025

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**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**

Determination of Minimum Contribution

Short Plan Year: 1/1/2025 to 8/31/2025

Valuation Date: 1/1/2025

The Minimum Required Contribution to your pension plan is defined in Section 430 of the Internal Revenue Code. A funding deficiency should not be allowed to develop as it is subject to a penalty tax. To prevent a deficiency, your contribution should be at least equal to the minimum deposit shown below, adjusted by the effective interest rate to the date it is actually deposited. The application of the carryover balance and/or prefunding balance is not available if the prior year funding ratio is less than 80%.

Charges

Valuation Date: 1/1/2025

(a) Target Normal Cost	\$146,639
Plan-related expenses	\$2,200
Total, not less than zero	\$148,839
(b) Shortfall Amortization Payment (outstanding balance \$1,327,647 as of 1/1/2025)	\$87,991
(c) Waiver Amortization Payment (outstanding balance \$0 as of 1/1/2025)	\$0
Total Charges	\$236,830

Credits

(d) Available carryover balance	\$0
(e) Available prefunding balance	\$2,142
(f) Discounted contributions deposited after valuation date	\$0
Total Credits	\$2,142

Minimum Balance of Contribution Due as of the beginning of the year **\$234,688**

Interest at effective interest rate of 5.31% **\$8,202**

Minimum Balance of Contribution Due as of the end of the year **\$242,890**

Interest at effective interest rate to 8 1/2 months past the end of the year **\$9,049**

Additional interest for quarterly payments made after the due date **\$5,982**

Minimum Balance of Contrib. Due 8 1/2 months past the end of the year **\$257,921**

TRADITIONAL DEFINED BENEFIT PLAN **SAMPLE REPORT FOR SHORT PLAN YEAR**

Determination of Maximum Deductible Contribution
 Short Plan Year: 1/1/2025 to 8/31/2025
 Valuation Date: 1/1/2025

(a)	Minimum contribution due as of the beginning of the year	\$236,830
(b)	Target Normal Cost	\$147,716
	Plan-related expenses	\$2,200
	Total, not less than zero	\$149,916
(c)	Funding Target	\$9,253,776
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$9,253,776
(3)	50% of Funding Target	\$4,626,888
(4)	Increase in Funding Target due to salary increases	\$0
(5)	Cushion Amount (d3) + (d4)	\$4,626,888
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$14,030,580
(f)	At Risk Target Normal Cost	\$0
(g)	At Risk Funding Target	\$0
(h)	At Risk Limit (f) + (g)	\$0
(i)	Greater of (e) and (h)	\$14,030,580
(j)	Actuarial Value of Assets	\$7,899,834
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$6,130,746

TRADITIONAL DEFINED BENEFIT PLAN **SAMPLE REPORT FOR SHORT PLAN YEAR**

Short Plan Year Bases
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

When a plan has a short plan year, the payments for shortfall bases in effect during the short plan year are prorated, and the difference between the full 12-month payment and the prorated short plan year payment is made in the year following the year in which the base was scheduled to be fully amortized.

<u>Valuation Date</u>	<u>Amortization Period</u>	<u>Number of Future Installments</u>	<u>Final Payment Val Date</u>	<u>Short Plan Year Installment</u>	<u>Final Plan Year Installment</u>	<u>Full Plan Year Installment</u>
01/01/2022	15-year	13	09/01/2036	\$35,351	\$17,676	\$53,027
01/01/2023	15-year	14	09/01/2037	\$(16,211)	\$(8,106)	\$(24,317)
01/01/2024	15-year	15	09/01/2038	\$47,365	\$23,682	\$71,047
01/01/2025	15-year	16	09/01/2039	<u>\$21,486</u>	<u>\$10,743</u>	<u>\$32,229</u>
Total				\$87,991	\$43,995	\$131,986

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**

Quarterly Contributions
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	87.96%
(b)	90% of current plan year minimum contribution	\$213,147
(c)	100% of prior year minimum contribution adjusted for short plan year	\$152,882
(d)	Lesser of (b) and (c)	\$152,882
(e)	Number of required installment payments	3
(f)	Amount of each installment payment	\$50,961

Installment Due Dates and Amounts

(g)	Installment Payment 1	4/15/2025	\$50,961
(h)	Installment Payment 2	7/15/2025	\$50,961
(i)	Installment Payment 3	9/15/2025	\$50,961

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Actuarial Assumptions and Method

Short Plan Year: 1/1/2025 to 8/31/2025

Valuation Date: 1/1/2025

	For Funding		For 417(e)	For Actuarial Equiv.
	<u>Min</u>	<u>Max</u>		
Interest Rates	Seg 1: 5.01%	5.01%	Seg 1: 4.66%	Pre-Retirement: 5.00%
	Seg 2: 5.26%	5.26%	Seg 2: 5.25%	Post-Retirement: 5.00%
	Seg 3: 5.50%	5.36%	Seg 3: 5.57%	
Applicable Date	12/2024	12/2024	11/2024	
Pre-Retirement				
Turnover	Male-INSULFAB Males Ultimate Termination Rates Female-INSULFAB Female Ultimate Termination Rates		None	None
Mortality	Male-Pri-2012 Base Table Non-Annuitant Male Final Regs 10/20/2023 Female-Pri-2012 Base Table Non-Annuitant Female Final Regs 10/20/2023		2025 Applicable Mortality Table from Notice 2024-42	GAR 94 projected to 2002
Generational Scale	Male-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Male Female-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Female		None	None
Assumed Ret Age	Normal retirement age 65 and 5 years of participation		Normal retirement age 65 and 5 years of participation	Normal retirement age 65 and 5 years of participation
Pln-reltd expenses	\$2,200.00			
Future Salary Incr	2% Salary Scale		None	None
Disability	Disability Rates For INSULFAB... Prorated From Previous Report		None	None

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Actuarial Assumptions and Method
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

Post-Retirement

Mortality	Male-Pri-2012 Base Table Annuitant Male Final Regs 10/20/2023 Female-Pri-2012 Base Table Annuitant Female Final Regs 10/20/2023	2025 Applicable Mortality Table from Notice 2024-42	GAR 94 projected to 2002
Generational Scale	Male-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Male Female-2024 Adjusted Scale MP-2021 Rates Final Regs 10/20/2023 - Female	None	None
Assumed Benefit Form For Funding	100% Lump Sum / 0% Normal Form		
Assumed Spouse's Age	Wives assumed to be 3 years younger than husbands Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known		Wives assumed to be 3 years younger than husbands Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known
Calculated Effective Interest Rate	5.31%		
Actuarial Cost Method	The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.		
An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.			
Change in Actuarial Assumptions	The salary scale was decreased from 3% to 2% to reflect the plan experience.		

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Plan Provisions
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

Plan Effective Date	October 1, 1972
Short Plan Year	From January 1, 2025 to August 31, 2025
Eligibility	<p>All employees not excluded by class are eligible to enter on the beginning of the month coincident with or following the completion of the following requirements:</p> <p>1 year of service Minimum age 21</p>
Normal Retirement Age	<p>All participants are eligible to retire with their full retirement benefit on the later of the following:</p> <p>Attainment of age 65 Completion of 5 years of participation from beginning of entry year</p>
Normal Retirement Benefit	<p>Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:</p> <p>2% of average compensation plus 1% of compensation in excess of T2 2012 Covered Compensation Table per credited year of service with a maximum of 35 years. Credited years are plan years from date of hire excluding years with less than 1,000 hours.</p> <p>The maximum monthly benefit is the lesser of \$23,333.33 and 100% of the highest 3-year average salary, subject to service requirements.</p> <p>The benefit is based on average salary during the highest 5 consecutive years of service from date of hire.</p>
Early Retirement Age	<p>Attainment of age 55 Completion of 10 plan years of service</p>
Early Retirement Benefit	6% per year
Normal Form of Benefit	A benefit payable for the life of the participant
Optional Forms of Benefit	<p>The following forms of benefit payment are also available:</p> <p>Life Only - Payable for the life of the participant.</p> <p>Life With 10 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 10 full years, payments will continue to his/her surviving beneficiary for the remainder of the 10-year period and then stop.</p> <p>Joint and 100% Survivor - Payable for the life of the participant</p>

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE REPORT FOR SHORT PLAN YEAR

Summary of Plan Provisions
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

and his/her beneficiary. Payments cease on the death of both.

Joint and 75% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 75% of the benefit will continue for the life of the beneficiary.

Joint and 66.67% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 66.67% of the benefit will continue for the life of the beneficiary.

Joint and 50% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 50% of the benefit will continue for the life of the beneficiary.

Single Lump Sum - This is a one-time payment of the lump sum equivalent of the plan's normal form of benefit.

Accrued Benefit

The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

Termination Benefit

Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

<u>Credited Years</u>	<u>Vested Percent</u>
1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

Top-Heavy Status

A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.

Death Benefit

Actuarial Equivalent of the accrued benefit earned to date of death

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**

Present Benefits for Actives
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

<u>Name/Vesting</u>	<u>AA</u>	<u>Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Present Value Vested Benefit</u>
Employee_1/100.00%	69	2,619.87	2,619.87	348,323	348,323
Employee_4/100.00%	58	3,949.94	3,949.94	386,036	386,036
Employee_9/100.00%	63	11,709.64	11,709.64	1,530,322	1,530,322
Employee_25/100.00%	41	1,188.45	1,188.45	47,941	47,941
Employee_10/100.00%	67	5,177.29	5,177.29	725,872	725,872
Employee_11/100.00%	67	3,873.67	3,873.67	543,101	543,101
Employee_12/100.00%	67	7,456.98	7,456.98	1,045,490	1,045,490
Employee_13/100.00%	74	10,831.42	10,831.42	1,225,970	1,225,970
Employee_18/100.00%	66	15,963.62	15,963.62	2,293,511	2,293,511
Employee_22/100.00%	73	3,721.81	3,721.81	436,566	436,566
Employee_28/100.00%	43	730.69	730.69	32,561	32,561
Employee_29/40.00%	47	217.00	86.80	11,810	4,724
Active Subtotal (12)		67,440.38	67,310.18	8,627,503	8,620,417

Present values are determined based on the rates shown in the report heading. Actual present values may be more or less than the amounts illustrated based on statutory requirements.

TRADITIONAL DEFINED BENEFIT PLAN **SAMPLE REPORT FOR SHORT PLAN YEAR**

Present Benefits for Term Vested and Inactive
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

<u>Name/Vesting</u>	<u>AA</u>	<u>Status</u>	<u>Termination Date</u>	<u>Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>Present Value Accrued Benefit</u>	<u>Present Value Vested Benefit</u>
Employee_23/100.00%	44	T	12/09/2008	850.00	850.00	39,813	39,813
Employee_26/100.00%	43	T	09/02/2023	728.70	728.70	32,471	32,471
Employee_14/100.00%	69	T	10/01/2010	4,139.47	4,139.47	550,360	550,360
Term Vested Subtotal (3)				5,718.17	5,718.17	622,644	622,644
Active/Term Subtotal (15)				73,158.55	73,028.35	9,250,147	9,243,061

Unless indicated otherwise, present values are determined based on the rates shown in the report heading.
Actual present values may be more or less than the amounts illustrated based on statutory requirements.

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE REPORT FOR SHORT PLAN YEAR**

Present Benefits for Retired
Greater of Actuarial Equivalence and 417(e) Rates
417(e) Segment Rates for 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025

<u>Participant Name</u>	<u>AA</u>	<u>SA</u>	<u>Status</u>	<u>Form of Benefit</u>	<u>Commencement Date</u>	<u>Monthly Benefit</u>	<u>Present Value of Monthly Benefit</u>
Employee_24	85		R	J&S 50%, 2% COLA	06/01/2005	1,847.75	166,914.00
Retired Subtotal (1)						1,847.75	166,914.00
Total Participants (16)							
Total Accrued Benefit/PVAB						75,006.30	9,417,061
Total Vested Accrued Benefit/PVVAB						74,876.10	9,409,975

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE REPORT FOR SHORT PLAN YEAR

PPA Funding Values
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025
Minimum Funding Segment Rates for 12/2024: 5.01% / 5.26% / 5.50%

<u>Participant Name/Age</u>	<u>BOY Monthly Accrued Benefit</u>	<u>Expected Monthly Accrual in Year</u>	<u>Funding Target</u>	<u>Vested Funding Target</u>	<u>Target Normal Cost</u>	<u>Stat</u>
Employee_1 / 69	2,619.87	0.00	347,373	347,373	0	A
Employee_4 / 58	3,949.94	149.85	349,101	349,101	13,244	A
Employee_9 / 63	11,709.64	944.07	1,477,110	1,477,110	119,090	A
Employee_25 / 41	1,188.45	157.26	39,366	39,366	5,209	A
Employee_10 / 67	5,177.29	0.00	724,181	724,181	0	A
Employee_11 / 67	3,873.67	0.00	541,835	541,835	0	A
Employee_12 / 67	7,456.98	0.00	1,043,055	1,043,055	0	A
Employee_13 / 74	10,831.42	0.00	1,161,843	1,161,843	0	A
Employee_18 / 66	15,963.62	0.00	2,288,637	2,288,637	0	A
Employee_22 / 73	3,721.81	0.00	435,064	435,064	0	A
Employee_28 / 43	730.69	154.15	26,741	26,741	5,641	A
Employee_29 / 47	217.00	77.85	9,630	3,852	3,455	A
Active Subtotal	67,440.38	1,483.18	8,443,936	8,438,158	146,639	
<u>Retirees & Vesteds*</u>						
Employee_23 / 44	850.00	0.00	38,689	38,689	0	T
Employee_26 / 43	728.70	0.00	31,423	31,423	0	T
Employee_24 / 85	1,847.75	0.00	162,431	162,431	0	R
Employee_14 / 69	4,139.47	0.00	548,860	548,860	0	T
Vesteds Subtotal	5,718.17	0.00	618,972	618,972	0	
Retirees Subtotal	1,847.75	0.00	162,431	162,431	0	
Total	75,006.30	1,483.18	9,225,339	9,219,561	146,639	
Total Minimum Funding Values at Valuation Date					9,371,978	

Plan is funded to a lump sum limited by 415. This funding assumption could result in a target normal cost for a participant with no increase in accrued benefit when there is an increase in the IRC 415 benefit.

+ Vested amounts shown in all columns for Terminated Vesteds

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE REPORT FOR SHORT PLAN YEAR

PPA Funding Values
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025
Maximum Deductible Segment Rates for 12/2024: 5.01% / 5.26% / 5.36%

<u>Participant Name/Age</u>	<u>BOY Monthly Accrued Benefit</u>	<u>Expected Monthly Accrual in Year</u>	<u>Funding Target</u>	<u>Vested Funding Target</u>	<u>Target Normal Cost</u>	<u>Stat</u>
Employee_1 / 69	2,619.87	0.00	347,990	347,990	0	A
Employee_4 / 58	3,949.94	149.85	352,258	352,258	13,363	A
Employee_9 / 63	11,709.64	944.07	1,483,387	1,483,387	119,595	A
Employee_25 / 41	1,188.45	157.26	40,916	40,916	5,414	A
Employee_10 / 67	5,177.29	0.00	725,875	725,875	0	A
Employee_11 / 67	3,873.67	0.00	543,103	543,103	0	A
Employee_12 / 67	7,456.98	0.00	1,045,495	1,045,495	0	A
Employee_13 / 74	10,831.42	0.00	1,161,843	1,161,843	0	A
Employee_18 / 66	15,963.62	0.00	2,294,687	2,294,687	0	A
Employee_22 / 73	3,721.81	0.00	435,449	435,449	0	A
Employee_28 / 43	730.69	154.15	27,741	27,741	5,853	A
Employee_29 / 47	217.00	77.85	9,732	3,893	3,491	A
Active Subtotal	67,440.38	1,483.18	8,468,476	8,462,637	147,716	
<u>Retirees & Vesteds*</u>						
Employee_23 / 44	850.00	0.00	40,267	40,267	0	T
Employee_26 / 43	728.70	0.00	32,748	32,748	0	T
Employee_24 / 85	1,847.75	0.00	162,450	162,450	0	R
Employee_14 / 69	4,139.47	0.00	549,835	549,835	0	T
Vesteds Subtotal	5,718.17	0.00	622,850	622,850	0	
Retirees Subtotal	1,847.75	0.00	162,450	162,450	0	
Total	75,006.30	1,483.18	9,253,776	9,247,937	147,716	
Total Maximum Values at Valuation Date					9,401,492	

Plan is funded to a lump sum limited by 415. This funding assumption could result in a target normal cost for a participant with no increase in accrued benefit when there is an increase in the IRC 415 benefit.

+ Vested amounts shown in all columns for Terminated Vesteds

TRADITIONAL DEFINED BENEFIT PLAN **SAMPLE REPORT FOR SHORT PLAN YEAR**

PPA Funding Values
Short Plan Year: 1/1/2025 to 8/31/2025
Valuation Date: 1/1/2025
Minimum Funding Segment Rates for 12/2024: 5.01% / 5.26% / 5.50%
Maximum Deductible Segment Rates for 12/2024: 5.01% / 5.26% / 5.36%

(a)	Values as of 1/1/2025	<u>Minimum</u>	<u>Maximum</u>	
	(1) Funding Target	9,225,339	9,253,776	
	(2) Target Normal Cost	146,639	147,716	
(b)	Minimum Funding Target as of 1/1/2025	<u>No. of Persons</u>	<u>Vested Benefits</u>	<u>Total Benefits</u>
	(1) Retirees Receiving Payments	1	162,431	162,431
	(2) Terminated Vesteds	3	618,972	618,972
	(3) Actives	12	8,438,158	8,443,936
	(4) Total	16	9,219,561	9,225,339

Plan is funded to a lump sum limited by 415. This funding assumption could result in a target normal cost for a participant with no increase in accrued benefit when there is an increase in the IRC 415 benefit.