

TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS

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

Prepared by
Actuarial Systems Corporation
February 15, 2025

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS**

Table of Contents

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

	<u>Page</u>
Section 1 - Actuarial Results	
Actuarial Certification	1
Supplement to Actuarial Certification	2
Determination of Minimum Contribution	3
Determination of Maximum Deductible Contribution	4
Funded Status	5
Shortfall Amortization Schedule	6
Quarterly Contributions	7
AFTAP Certification	8
Section 2 - Basis of Valuation	
Statement of Actuarial Assumptions and Method	9
Statement of Plan Provisions	11
Schedule of Active Participant Data	13
Schedule of Projection of Expected Benefit Payments	14
Section 3 - Participant Information	
Active Participant Census	16
Inactive Employee Census	17
Estimated Retirement Benefits and Costs	18
Present Benefits	19
Present Value Comparison	22
Accrued/Projected Benefit Comparison	25
Funding Values	27

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Actuarial Certification
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

This report has been prepared for the plan sponsor and his/her professional advisors in accordance with generally accepted actuarial principles and practices and, to the best of my knowledge, fairly reflects the actuarial condition of the TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS.

The purpose of this report is to communicate the minimum required and maximum deductible contributions for the plan year. Certain assumptions used in the determination of these values and related amounts such as the Adjusted Funding Target Attainment Percentage (AFTAP), are prescribed by the Internal Revenue Code, Regulations and other official guidance, including the American Rescue Plan of 2021 and the Infrastructure Investment and Jobs Act of 2021. The prescribed mortality table and discount rates were applied in accordance with my understanding of the applicable law and regulations. In my opinion, each other assumption is reasonable both individually and in the aggregate, taking into account the experience of the plan and reasonable expectations and, in combination, offers my best estimate of anticipated experience under the plan. This report, and accompanying schedules describing the actuarial assumptions and methods employed and the principal document provisions on which the valuation is based, are complete and accurate to the best of my knowledge.

In preparing this report I have relied upon employee information provided by the Plan Sponsor and plan asset information provided by the Trustee, both as of the valuation date. In accordance with generally accepted actuarial principles and practices, I have reviewed, but not audited, this information and the data has been found to be of acceptable quality for purposes of this actuarial report.

Future actuarial measurements may differ significantly from the measurements presented in this report due to such factors as plan experience differing from that anticipated, changes in economic or demographic assumptions, and changes in plan provisions or applicable law. Due to the limited scope of this actuarial assignment, no analysis was performed of the potential range of such future measurements. In addition, determinations of the condition of the plan for other purposes, such as satisfying the reporting requirements of the Financial Accounting Standards Board, if any, and measuring the level of funding for plan termination, may require different assumptions and methods and the results may differ significantly from those presented here.

To the best of my knowledge, there is no conflict of interest which would impair, or appear to impair, the objectivity of my work on this assignment. If the information contained in this report is provided to others, the report should be provided in its entirety to limit the risk of misinterpretation. Please contact me if you require additional explanations for any item(s) contained in this report or for any other communications related to my engagement as actuary for the plan.

Certified by:

Sadie A. Actuary, EA, MSEA

23-12345

Enrollment Number

Date

Jane Smith, EA, MAAA, FSA

23-54321

Enrollment Number

Date

As members of the American Academy of Actuaries, we meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein for Actuaries Issuing Statements of Actuarial Opinion in the United States.

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Supplement to Actuarial Certification
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

Additional Disclosure

If more information or explanation is needed regarding this valuation (definitions, methods, assumptions, rationale, data sources, results, or other supporting information/documents), please contact us for the information. Similarly, contact us if additional services are needed to analyze the comparative financial status of the Plan or provide a hypothetical analysis of scenario testing, assumption sensitivity testing, potential impacts of changes in plan provisions, and projections of future liabilities.

Disclosure of Pension Risk Assessment

A plan's financial risk, in general, is the monetary ability to pay participants' benefits when due in the future. Benefits may include single lump sums of their entire benefit, monthly payments over a participant's lifetime, death benefits, and other types of benefits. It is expected that investments of the plan will grow, be liquidated, and distributed to satisfy these future benefit payments. Although this valuation, implicitly, projects the growth of plan assets and estimates future benefit payments, these future events may differ from our assumptions. As required by law for qualified defined benefit plans, annual valuations are required. Annual valuations help the trajectory of the plan to meet its benefit obligations over the years. Even as such, unknown future events, like a plan termination, may require additional funding to meet the Plan's benefit obligations.

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE FOR PPA REPORTS

Determination of Minimum Contribution

Plan Year: 1/1/2025 to 12/31/2025

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	\$181,348
Plan-related expenses	\$2,200
Total, not less than zero	\$183,548
(b) Shortfall Amortization Payment (outstanding balance \$1,288,072 as of 1/1/2025)	\$128,303
(c) Waiver Amortization Payment (outstanding balance \$0 as of 1/1/2025)	\$0
Total Charges	\$311,851

Credits

(d) Available carryover balance	\$0
(e) Available prefunding balance	\$3,480
(f) Discounted contributions deposited after valuation date	\$0
Total Credits	\$3,480

Minimum Balance of Contribution Due as of the beginning of the year	\$308,371
Interest at effective interest rate of 5.30%	\$16,299
Minimum Balance of Contribution Due as of the end of the year	\$324,670
Interest at effective interest rate to 8 1/2 months past the end of the year	\$12,073
Additional interest for quarterly payments made after the due date	\$11,232
Minimum Balance of Contrib. Due 8 1/2 months past the end of the year	\$347,975

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Determination of Maximum Deductible Contribution

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

(a)	Minimum contribution due as of the beginning of the year	\$311,851
(b)	Target Normal Cost	\$182,929
	Plan-related expenses	\$2,200
	Total, not less than zero	\$185,129
(c)	Funding Target	\$9,015,867
(d)	Cushion Amount	
(1)	Liability for HCE Benefit Increases in Prior 2 Years	\$0
(2)	Funding Target (c) - (d1)	\$9,015,867
(3)	50% of Funding Target	\$4,507,934
(4)	Increase in Funding Target due to salary increases	\$0
(5)	Cushion Amount (d3) + (d4)	\$4,507,934
(e)	Target Normal Cost + Funding Target + Cushion Amount (b) + (c) + (d5)	\$13,708,930
(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)	\$13,708,930
(j)	Actuarial Value of Assets	\$7,699,384
(k)	Maximum Deductible Contribution - greater of (a) and (i) - (j)	\$6,009,546

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Funded Status
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

	<u>Prior Year</u>	<u>Current Year</u>
(a) Funding Target	\$8,749,300	\$8,983,976
(b) Actuarial Value of Assets	\$7,699,384	\$7,699,384
(c) Carryover Balance	\$0	\$0
(d) Prefunding Balance	\$2,142	\$3,480
(e) Funding Ratio [(b)-(d)]/(a), not less than 0% <i>Must be at least 80% in prior plan year to apply carryover and prefunding balances to current minimum contribution.</i>	87.97%	85.66%
(f) Funding Target Attainment Percentage (FTAP) [(b)-(c)-(d)]/(a), not less than 0% <i>(100.00% for plans with zero funding target)</i>	87.97%	85.66%
(g) Funding shortfall (a)-[(b)-(c)-(d)], not less than zero <i>(If greater than zero, quarterly contributions are required in next plan year. If equal to zero, there is no Shortfall Amortization Base for the current year and prior bases are reduced to zero.)</i>	\$1,052,058	\$1,288,072
(h) Was a portion of the prefunding balance used to satisfy the minimum contribution in the current plan year?		Yes
(i) Shortfall Exemption Asset Value <i>If (h)=Yes, (b)-(d). If (h)=No, (b)</i>		\$7,695,904
(j) Shortfall base required this plan year? <i>Yes if (a) greater than (i)</i>		Yes
<u>AFTAP Percentage Adjustment to Avoid Benefit Restrictions</u>		
(k) AFTAP percentage for current plan year		85.66%
(l) Balance reduction to increase AFTAP to 60% or 80%		\$0

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Shortfall Amortization
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a fifteen year period.

<u>Valuation Date</u>	<u>Amortization Method</u>	<u>Number of Future Installments</u>	<u>Installment</u>	<u>Value of Future Installments</u>
01/01/2022	15-year	12	\$53,027	\$488,622
01/01/2023	15-year	13	\$(24,317)	\$(237,219)
01/01/2024	15-year	14	\$70,949	\$728,560
01/01/2025	15-year	15	<u>\$28,644</u>	<u>\$308,109</u>
Total			\$128,303	\$1,288,072

Shortfall Amortization Charge (sum of installments, no less than zero): \$128,303

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS**

Quarterly Contributions
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

Installment Payments

(a)	Prior year funding target attainment percentage Quarterly contributions are required for this plan year	87.97%
(b)	90% of minimum required contribution for the plan year	\$280,666
(c)	100% of minimum required contribution for prior plan year	\$238,509
(d)	Lesser of (b) and (c)	\$238,509
(e)	Amount of each installment payment	\$59,627

Installment Due Dates and Amounts

(f)	Installment Payment 1	4/15/2025	\$59,627
(g)	Installment Payment 2	7/15/2025	\$59,627
(h)	Installment Payment 3	10/15/2025	\$59,627
(i)	Installment Payment 4	1/15/2026	\$59,627

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Adjusted Funding Target Attainment Percentage (AFTAP)
Certification for 2025 Plan Year
Valuation Date: 1/1/2025

Plan Effective Date: October 1, 1972

EIN: 123456789 PN: 001

1. Funding Target without regard to at-risk	\$8,983,976
2. Actuarial Value of Assets	7,699,384
3. Carryover Balance	0
4. Prefunding Balance	3,480
5. Annuity Purchases for NHCEs in Prior Two Years	0
6. Funding Percentage for IRC Section 436(j)(3) (2/1)	85.70%
7. Item 6 at least 100%?	No
8. Certified Adjusted Funding Target Attainment Percentage $(2-3-4+5)/(1+5)$	85.66%

Disclosures

IRC Section 436(f) Contributions Included in Assets \$0

Contributions allocated toward unpaid minimum required contribution from prior years included in Discounted Contributions made after valuation date \$0

Benefit Increase Amendments for HCEs in Prior Two Years? No

Based on information received from the Plan Administrator, I hereby certify that the above is true and accurate to the best of my knowledge.

Certified by:

Sadie A. Actuary, EA, MSEA

Date

23-12345

Enrollment Number

I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE FOR PPA REPORTS

Summary of Actuarial Assumptions and Method

Plan Year: 1/1/2025 to 12/31/2025

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 FOR PPA REPORTS

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2025 to 12/31/2025
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	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	5.30%		
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 93.9% 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 FOR PPA REPORTS

Summary of Plan Provisions
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

Plan Effective Date	October 1, 1972
Plan Year	From January 1, 2025 to December 31, 2025
Short Plan Year	From October 1, 2002 to December 31, 2002
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>Joint and 100% Survivor - Payable for the life of the participant and his/her beneficiary. Payments cease on the death of both.</p> <p>Joint and 75% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 75% of the</p>

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Summary of Plan Provisions
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

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, disability 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

Disability

Equal to accrued benefit payable immediately

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Schedule of Active Participant Data
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

Svc/ Age	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
<25	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	1	1	0	0	0	0	0	0	2
Avg Mo Comp	0	0	6673	5920	0	0	0	0	0	0	6296
45-49	0	1	0	0	0	0	0	0	0	0	1
Avg Mo Comp	0	3816	0	0	0	0	0	0	0	0	3816
50-54	0	0	0	0	0	0	0	0	0	0	0
Avg Mo Comp	0	0	0	0	0	0	0	0	0	0	0
55-59	0	0	0	0	0	0	0	0	0	1	1
Avg Mo Comp	0	0	0	0	0	0	0	0	0	6184	6184
60-64	0	0	0	0	0	0	0	1	0	0	1
Avg Mo Comp	0	0	0	0	0	0	0	17201	0	0	17201
65-69	0	0	0	0	0	0	1	0	0	4	5
Avg Mo Comp	0	0	0	0	0	0	5382	0	0	10407	9402
70+	0	0	0	0	0	0	0	0	1	1	2
Avg Mo Comp	0	0	0	0	0	0	0	0	4643	11428	8036
Total	0	1	1	1	0	0	1	1	1	6	12
Avg Mo Comp	0	3816	6673	5920	0	0	5382	17201	4643	9874	8573

* Employees who have not met the minimum eligibility requirements are excluded

Average Age: 60.8

Average Service: 32

TRADITIONAL DEFINED BENEFIT PLAN

SAMPLE FOR PPA REPORTS

Schedule of Projection of Expected Benefit Payments

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
2025	487,124	49,674	22,173	558,971
2026	588,915	48,897	21,552	659,364
2027	702,710	48,051	20,762	771,523
2028	689,913	47,132	19,794	756,839
2029	676,060	46,132	18,649	740,841
2030	661,060	45,046	17,339	723,445
2031	644,833	43,869	15,882	704,584
2032	664,380	42,595	14,314	721,289
2033	648,425	41,217	12,676	702,318
2034	627,664	39,732	11,018	678,414
2035	605,433	38,132	9,393	652,958
2036	581,713	36,415	7,850	625,978
2037	556,511	34,577	6,427	597,515
2038	529,856	32,621	5,155	567,632
2039	501,811	30,552	4,048	536,411
2040	472,496	28,379	3,112	503,987
2041	442,069	26,115	2,341	470,525
2042	410,751	23,779	1,723	436,253
2043	380,158	21,393	1,239	402,790
2044	348,158	18,987	871	368,016
2045	315,893	20,651	597	337,141
2046	285,514	27,753	400	313,667
2047	257,296	30,719	261	288,276
2048	226,871	28,417	166	255,454
2049	204,506	26,287	103	230,896
2050	176,922	24,358	62	201,342
2051	151,291	22,647	36	173,974
2052	127,895	21,151	21	149,067
2053	106,921	19,855	11	126,787
2054	88,470	18,741	6	107,217
2055	72,537	17,776	3	90,316
2056	59,032	16,930	2	75,964
2057	47,783	16,174	1	63,958
2058	38,568	15,477	0	54,045
2059	31,138	14,813	0	45,951
2060	25,233	14,160	0	39,393
2061	20,598	13,501	0	34,099
2062	16,992	12,824	0	29,816
2063	14,195	12,118	0	26,313
2064	12,022	11,381	0	23,403
2065	10,321	10,609	0	20,930
2066	8,958	9,806	0	18,764
2067	7,844	8,975	0	16,819
2068	6,899	8,124	0	15,023
2069	6,073	7,260	0	13,333
2070	5,334	6,396	0	11,730

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS**

Schedule of Projection of Expected Benefit Payments
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
2071	4,653	5,545	0	10,198
2072	4,019	4,721	0	8,740
2073	3,427	3,942	0	7,369
2074	2,879	3,224	0	6,103

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

Active Participant Census Data
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<u>Participant Name</u>	<u>Sex</u>	<u>Date of Birth</u>	<u>Date of Hire</u>	<u>Date of Entry</u>	<u>Date of Retirement</u>	<u>Annual Compensation</u>
Employee_1	M	08/01/1955	08/02/1999	09/01/2000	01/02/2025	64,584.16
Employee_4	M	02/01/1967	07/02/1984	02/01/1988	02/01/2032	74,208.34
Employee_9	M	11/19/1961	01/03/1995	02/01/1996	11/19/2026	206,414.82
Employee_25	M	12/13/1983	05/10/2014	06/01/2015	01/01/2049	71,042.47
Employee_10	M	09/05/1957	03/05/1979	04/01/1980	01/02/2026	88,011.91
Employee_11	M	04/03/1958	03/17/1980	04/01/1981	01/02/2026	65,850.75
Employee_12	M	11/23/1957	04/30/1976	12/01/1978	01/02/2025	120,050.32
Employee_13	M	05/18/1951	11/03/1975	12/01/1976	01/02/2025	137,146.29*
Employee_18	M	05/03/1959	06/07/1982	07/01/1983	01/02/2025	225,664.36
Employee_22	M	12/02/1951	09/19/1988	10/01/1989	01/02/2025	55,719.22*
Employee_28	M	08/16/1981	06/21/2019	07/01/2020	09/01/2046	80,078.12
Employee_29	M	02/09/1978	04/15/2022	05/01/2022	03/01/2043	45,793.68
Total (12 Participants):						1,234,564.44

* Participant is over age 72, minimum distribution may be required.

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS**

Inactive Employee Census Data
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025

<u>Employee Name</u>	<u>Sex</u>	<u>Date of Birth</u>	<u>Date of Hire</u>	<u>Annual Compensation</u>	<u>Status</u>	<u>Date of Termination</u>	<u>Commencement Date</u>
Employee_23	M	07/08/1980	03/15/2004	0.00	T=Terminated	12/09/2008	
Employee_26	M	07/08/1981	02/11/2015	0.00	T=Terminated	10/02/2024	
Employee_24	M	05/10/1940	07/04/1980	0.00	R=Retired	05/10/2005	06/01/2005
Employee_14	M	08/21/1955	10/09/1986	0.00	T=Terminated	10/01/2010	
Total (4 Employees):				0.00			

SAMPLE

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS**

Estimated Retirement Benefits and Current Plan Costs

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

Actuarial Equivalence: Pre: 5.00% Post: 5.00% GA2002U

<u>Participant Name</u>	<u>Retirement Date</u>	<u>Estimated Retirement Benefit</u>	<u>Estimated Cash at Retirement</u>	<u>Minimum Funding Target</u>	<u>Minimum Target Normal Cost</u>
Employee_1	01/02/2025	2,619.87	332,462	337,549	0
Employee_4	02/01/2032	4,328.82	612,654	392,536	14,892
Employee_9	11/19/2026	13,035.90	1,844,958	1,499,192	120,870
Employee_25	01/01/2049	4,144.15	586,517	51,176	6,772
Employee_10	01/02/2026	4,841.88	632,480	595,318	15,477
Employee_11	01/02/2026	3,622.71	473,224	445,420	11,579
Employee_12	01/02/2025	7,456.98	1,001,413	1,015,004	0
Employee_13	01/02/2025	10,831.42	1,161,843	1,180,859	0
Employee_18	01/02/2025	15,963.62	2,201,719	2,228,320	0
Employee_22	01/02/2025	3,721.81	414,234	421,111	0
Employee_28	09/01/2046	3,736.98	528,891	34,853	7,353
Employee_29	03/01/2043	1,602.78	226,840	12,278	4,405
Total (12 Participants)		75,906.92	10,017,235	8,213,616	181,348

TRADITIONAL DEFINED BENEFIT PLAN **SAMPLE FOR PPA REPORTS**

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%
 Plan Year: 1/1/2025 to 12/31/2025
 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	4,739.20	4,739.20	608,967	608,967
Employee_11/100.00%	67	3,545.89	3,545.89	455,632	455,632
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)		66,674.51	66,544.31	8,423,129	8,416,043

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 FOR PPA REPORTS**

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%
Plan Year: 1/1/2025 to 12/31/2025
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	10/02/2024	809.67	809.67	36,079	36,079
Employee_14/100.00%	69	T	10/01/2010	4,139.47	4,139.47	550,360	550,360
Term Vested Subtotal (3)				5,799.14	5,799.14	626,252	626,252
Active/Term Subtotal (15)				72,473.65	72,343.45	9,049,381	9,042,295

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 FOR PPA REPORTS**

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%
Plan Year: 1/1/2025 to 12/31/2025
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						74,321.40	9,216,295
Total Vested Accrued Benefit/PVVAB						74,191.20	9,209,209

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS**

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% GA2002U Post: 5.00% GA2002U
417(e) Segment Rates for 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025
Proposed Distribution Date: 1/1/2025

<u>Active</u>	<u>Vest Pct</u>	<u>A g e s Curr Ret</u>	<u>Accrued Benefit</u>	<u>Actuarial Equiv</u>	<u>417(e) Minimum</u>	<u>415 Maximum</u>	<u>Present Value of Accr. Benefit</u>	<u>Vested Present Value of Accr. Benefit</u>
Employee_1	100.00	69 69	2,619.87	332,462	348,323	647,276	348,323	348,323
Employee_4	100.00	58 65	3,949.94	377,850	386,036	969,547	386,036	386,036
Employee_9	100.00	63 65	11,709.64	1,474,591	1,530,322	2,423,293	1,530,322	1,530,322
Employee_25	100.00	41 65	1,188.45	47,941	44,136	1,116,088	47,941	47,941
Employee_10	100.00	67 68	4,739.20	581,160	608,967	933,451	608,967	608,967
Employee_11	100.00	67 68	3,545.89	434,827	455,632	698,410	455,632	455,632
Employee_12	100.00	67 67	7,456.98	1,001,409	1,045,490	1,273,250	1,045,490	1,045,490
Employee_13	100.00	74 74	10,831.42	1,161,843	1,225,970	1,161,843	1,161,843	1,161,843
Employee_18	100.00	66 66	15,963.62	2,201,724	2,293,511	2,458,081	2,293,511	2,293,511
Employee_22	100.00	73 73	3,721.81	414,232	436,566	489,775	436,566	436,566
Employee_28	100.00	43 65	730.69	32,561	30,278	676,596	32,561	32,561
Employee_29	40.00	47 65	217.00	11,810	11,302	206,163	11,810	4,724
Active Subtotal (12)			66,674.51	8,072,410	8,416,533	13,053,773	8,359,002	8,351,916

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS**

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% GA2002U Post: 5.00% GA2002U
417(e) Segment Rates for 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025
Proposed Distribution Date: 1/1/2025

<u>Terminated Vested</u>	<u>Vest Pct</u>	<u>A g e s</u> <u>Curr</u> <u>Ret</u>	<u>Accrued Benefit</u>	<u>Actuarial Equiv</u>	<u>417(e) Minimum</u>	<u>415 Maximum</u>	<u>Present Value of Accr. Benefit</u>	<u>Vested Present Value of Accr. Benefit</u>
Employee_23	100.00	44 65	850.00	39,813	37,207		39,813	39,813
Employee_26	100.00	43 65	809.67	36,079	33,551		36,079	36,079
Employee_14	100.00	69 69	4,139.47	525,299	550,360		550,360	550,360
Terminated Vested Subtotal (3)			5,799.14	601,191	621,118		626,252	626,252

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS**

Present Value Comparison Report
Actuarial Equivalence: Pre: 5.00% GA2002U Post: 5.00% GA2002U
417(e) Segment Rates for 11/2024: (1) 4.66% (2) 5.25% (3) 5.57%
Plan Year: 1/1/2025 to 12/31/2025
Valuation Date: 1/1/2025
Proposed Distribution Date: 1/1/2025

<u>Retired</u>	<u>Vest Pct</u>	<u>A g e s Curr</u>	<u>Ret</u>	<u>Accrued Benefit</u>	<u>Actuarial Equiv</u>	<u>417(e) Minimum</u>	<u>415 Maximum</u>	<u>Present Value of Accr. Benefit</u>	<u>Vested Present Value of Accr. Benefit</u>
Employee_24	100.00	85	65	1,847.75	159,762	166,914		166,914	0
Retired Subtotal (1)				1,847.75	159,762	166,914		166,914	0
Total (16)				74,321.40	8,833,363	9,204,565	13,053,773	9,152,168	8,978,168

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS**

Accrued Benefit Comparison Report

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

<u>Name</u>	<u>Vest Pct</u>	<u>A g e s</u>		<u>Accrued Benefit</u>	<u>415 \$ Limit At Ret Age</u>	<u>415 % Limit</u>	<u>Final Accrued Benefit</u>	<u>Vested Accrued Benefit</u>	<u>415 \$ Limit At Curr Age</u>
Employee_1	100.00	69	69	2,619.87	31,543.69	5,100.67	2,619.87	2,619.87	31,543.69
Employee_4	100.00	58	65	3,949.94	23,333.33	5,860.76	3,949.94	3,949.94	16,482.31
Employee_9	100.00	63	65	11,709.64	23,333.33	16,302.05	11,709.64	11,709.64	23,333.33
Employee_25	100.00	41	65	1,188.45	23,333.33	5,610.73	1,188.45	1,188.45	6,145.89
Employee_10	100.00	67	68	4,739.20	29,193.79	6,950.93	4,739.20	4,739.20	27,057.98
Employee_11	100.00	67	68	3,545.89	27,057.98	5,200.70	3,545.89	3,545.89	25,112.36
Employee_12	100.00	67	67	7,456.98	27,057.98	9,481.23	7,456.98	7,456.98	27,057.98
Employee_13	100.00	74	74	10,831.42	43,677.97	10,831.42	10,831.42	10,831.42	43,677.97
Employee_18	100.00	66	66	15,963.62	23,333.33	17,822.33	15,963.62	15,963.62	23,333.33
Employee_22	100.00	73	73	3,721.81	43,677.97	4,400.55	3,721.81	3,721.81	43,677.97
Employee_28	100.00	43	65	730.69	11,666.66	3,794.60	730.69	730.69	3,447.63
Employee_29	40.00	47	65	217.00	6,999.99	1,085.00	217.00	86.80	2,467.19
Total				66,674.51	314,209.35	92,440.97	66,674.51	66,544.31	273,337.63

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS**

Projected Benefit Comparison Report

Plan Year: 1/1/2025 to 12/31/2025

Valuation Date: 1/1/2025

<u>Name</u>	<u>Vest Pct</u>	<u>A g e s Curr</u>	<u>Ret</u>	<u>Formula Benefit</u>	<u>415 \$ Limit</u>	<u>415 % Limit</u>	<u>Final Projected Benefit</u>	<u>415 Max Proj Lump Sum</u>
Employee_1	100.00	69	69	2,619.87	31,543.69	5,100.67	2,619.87	647,275
Employee_4	100.00	58	65	4,328.82	23,333.33	6,184.03	4,328.82	875,220
Employee_9	100.00	63	65	13,035.90	23,333.33	17,034.23	13,035.90	2,410,838
Employee_25	100.00	41	65	4,144.15	23,333.33	5,920.21	4,144.15	837,881
Employee_10	100.00	67	68	4,841.88	29,193.79	7,263.12	4,841.88	948,752
Employee_11	100.00	67	68	3,622.71	27,057.98	5,434.29	3,622.71	709,860
Employee_12	100.00	67	67	7,456.98	27,057.98	9,481.23	7,456.98	1,273,253
Employee_13	100.00	74	74	10,831.42	43,677.97	10,831.42	10,831.42	1,161,843
Employee_18	100.00	66	66	15,963.62	23,333.33	17,822.33	15,963.62	2,458,074
Employee_22	100.00	73	73	3,721.81	43,677.97	4,400.55	3,721.81	489,777
Employee_28	100.00	43	65	3,736.98	23,333.33	6,673.18	3,736.98	944,449
Employee_29	40.00	47	65	1,602.78	23,333.33	3,816.14	1,602.78	540,095
Total				75,906.92	342,209.36	99,961.40	75,906.92	13,297,317

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

PPA Funding Values
Plan Year: 1/1/2025 to 12/31/2025
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>Minimum Present Value Factor</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	128.842	337,549	337,549	0	A
Employee_4 / 58	3,949.94	149.85	99.378	392,536	392,536	14,892	A
Employee_9 / 63	11,709.64	944.07	128.031	1,499,192	1,499,192	120,870	A
Employee_25 / 41	1,188.45	157.26	43.061	51,176	51,176	6,772	A
Employee_10 / 67	4,739.20	123.21	125.616	595,318	595,318	15,477	A
Employee_11 / 67	3,545.89	92.18	125.616	445,420	445,420	11,579	A
Employee_12 / 67	7,456.98	0.00	136.115	1,015,004	1,015,004	0	A
Employee_13 / 74	10,831.42	0.00	109.022	1,180,859	1,180,859	0	A
Employee_18 / 66	15,963.62	0.00	139.587	2,228,320	2,228,320	0	A
Employee_22 / 73	3,721.81	0.00	113.147	421,111	421,111	0	A
Employee_28 / 43	730.69	154.15	47.699	34,853	34,853	7,353	A
Employee_29 / 47	217.00	77.85	56.582	12,278	4,911	4,405	A
Active Subtotal	66,674.51	1,698.57		8,213,616	8,206,249	181,348	
<u>Retireds & Vesteds*</u>							
Employee_23 / 44	850.00	0.00	46.091	39,177	39,177	0	T
Employee_26 / 43	809.67	0.00	43.739	35,414	35,414	0	T
Employee_24 / 85	1,847.75	0.00	87.908	162,431	162,431	0	R
Employee_14 / 69	4,139.47	0.00	128.842	533,338	533,338	0	T
Vesteds Subtotal	5,799.14	0.00		607,929	607,929	0	
Retireds Subtotal	1,847.75	0.00		162,431	162,431	0	
Total	74,321.40	1,698.57		8,983,976	8,976,609	181,348	
Total Minimum Funding Values at Valuation Date						9,165,324	

+ Vested amounts shown in all columns for Terminated Vesteds

TRADITIONAL DEFINED BENEFIT PLAN SAMPLE FOR PPA REPORTS

PPA Funding Values
Plan Year: 1/1/2025 to 12/31/2025
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>Maximum Present Value Factor</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	129.063	338,128	338,128	0	A
Employee_4 / 58	3,949.94	149.85	100.465	396,832	396,832	15,055	A
Employee_9 / 63	11,709.64	944.07	128.601	1,505,875	1,505,875	121,409	A
Employee_25 / 41	1,188.45	157.26	45.125	53,629	53,629	7,096	A
Employee_10 / 67	4,739.20	123.21	125.930	596,809	596,809	15,516	A
Employee_11 / 67	3,545.89	92.18	125.930	446,535	446,535	11,608	A
Employee_12 / 67	7,456.98	0.00	136.426	1,017,323	1,017,323	0	A
Employee_13 / 74	10,831.42	0.00	109.093	1,181,634	1,181,634	0	A
Employee_18 / 66	15,963.62	0.00	139.949	2,234,097	2,234,097	0	A
Employee_22 / 73	3,721.81	0.00	113.240	421,456	421,456	0	A
Employee_28 / 43	730.69	154.15	49.844	36,421	36,421	7,683	A
Employee_29 / 47	217.00	77.85	58.598	12,716	5,086	4,562	A
Active Subtotal	66,674.51	1,698.57		8,241,455	8,233,825	182,929	
<u>Retireds & Vesteds*</u>							
Employee_23 / 44	850.00	0.00	47.987	40,789	40,789	0	T
Employee_26 / 43	809.67	0.00	45.600	36,921	36,921	0	T
Employee_24 / 85	1,847.75	0.00	87.918	162,450	162,450	0	R
Employee_14 / 69	4,139.47	0.00	129.063	534,252	534,252	0	T
Vesteds Subtotal	5,799.14	0.00		611,962	611,962	0	
Retireds Subtotal	1,847.75	0.00		162,450	162,450	0	
Total	74,321.40	1,698.57		9,015,867	9,008,237	182,929	
Total Maximum Values at Valuation Date						9,198,796	

+ Vested amounts shown in all columns for Terminated Vesteds

**TRADITIONAL DEFINED BENEFIT PLAN
SAMPLE FOR PPA REPORTS**

PPA Funding Values

Plan Year: 1/1/2025 to 12/31/2025

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	8,983,976	9,015,867	
	(2)	Target Normal Cost	181,348	182,929	
(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	607,929	607,929
	(3)	Actives	12	8,206,249	8,213,616
	(4)	Total	16	8,976,609	8,983,976