July 23, 2026

Pension Benefit Guaranty Corporation
445 12th Street SW
Washington, DC 20024-2101

VIA E-MAIL

Re: **Special Financial Assistance Application for America's Family Defined Benefit Retirement Plan**

Dear Sir or Madam:

America's Family Defined Benefit Retirement Plan ("Plan") submits to the Pension Benefit Guaranty Corporation ("PBGC") this Third Revised Application and accompanying exhibits for Special Financial Assistance ("SFA") pursuant to section 4262 of the Employee Retirement Income Security Act ("ERISA") and the PBGC's Special Financial Assistance regulation at 29 C.F.R. Part 4262.

As fully detailed herein, this Third Revised Application differs substantially from the SFA application submitted October 27, 2023, and withdrawn February 13, 2024 ("Second Revised Application"), with the most significant changes as follows:

- Projections of benefit payments and participant counts have been prepared by Keystone 74 Benefits and Administration, LLC ("KBA74"). In doing so, KBA74 made the following updates to the projected benefit payments, which are detailed in Template 6A and later in this document:
    - For both annuitants and non-annuitants, KBA74 is including the value of the "pop-up" portion of the Joint & Survivor annuity, where applicable;
    - The calculation of late retirement benefits has been updated to reflect the administrative practices of the Plan;
    - Census data as of January 1, 2021, has been cleaned and organized, including combining participant records where appropriate;
    - Census data has been updated to reflect corrected benefits related to the Plan's submission under the IRS Voluntary Correction Program (VCP); the submission was made May 5, 2026, and is currently being reviewed by the IRS; please see sub-section 6.D of Section D – Plan Statements below for more details on the VCP filing; a copy of the Plan's VCP filing was previously provided to the PBGC.

- The Baseline, and all subsequent projections, reflect the most recent Independent Death Audit as performed by the PBGC, as well as any additional deaths as identified by the Plan's own death searches.

- The mortality rates used in the Baseline and all subsequent projections of this application are as follows:
    - Pri-2012 amount-weighted Blue-Collar Employee table for all non-annuitants
    - Pri-2012 amount-weighted Disabled Retiree table for all disabled annuitants
    - Pri-2012 amount-weighted Blue Collar Nondisabled Annuitant table for all other in-pay participants

- The Baseline and all subsequent projections reflect a Plan-specific new entrant profile developed from actual Plan experience during calendar years 2016 through 2020; Consistent with the PBGC's SFA assumption guidance, the profile was adopted in the Baseline to reflect anticipated future entrant demographics and extended through the SFA projection period.

- As fully elaborated below, several assumptions employed herein differ dramatically from those employed in the Second Revised Application, including:
    - Projected withdrawal liability payments have been included for the one employer currently making payments and for the health & welfare plan and 401(k) plan (common control) projected to withdraw due to the transition to a third-party administrator ("TPA");
    - Retirement rates for active and terminated vested participants have been updated to reflect the results of an experience study prepared by KBA74;
    - Withdrawal rates for active participants for reasons other than death, disability, or retirement have been updated to reflect the results of an experience study prepared by KBA74;
    - Assumed optional forms elected by future retirees have been updated to reflect the results of an experience study prepared by KBA74;
    - Projected Contribution Base Units ("CBUs") have been updated to reflect pre-COVID experience; additionally, based on a pre-submission discussion with the PBGC, actual experience for 2022 through 2025 has been reflected;
    - Administrative expenses have been updated to reflect actual experience through June 30, 2026 and projected administrative expenses are based on anticipated retainers and special project work for professionals.

In compliance with the PBGC's General Instructions for Multiemployer Plans Applying for Special Financial Assistance, included with this Third Revised Application are the following:

1) Section A – Plan Identifying Information
2) Section B.01a – Most Recent Plan Document restated effective January 1, 2025 (including the Section E.07 Compliance Amendments in Section 10.6, and Amendments No. 1 and No. 2 thereto)
3) Section B.01b – Most Recent Trust Agreement
4) Section B.08 – Withdrawal Liability Documentation (Amendment No. 2 updating the Plan's withdrawal liability calculation methodology effective August 1, 2026 is included with the Section B.01a Plan Document)
5) Section B.09a – Death Audit Documentation
6) Section B.10 – ACH Information
7) Section C – Templates 3, 4A, 5A, 6A, 7, 8, and 10
8) Section D – Plan Statements
9) Section E.01 – PBGC Checklist
10) Section E.05 – SFA Amount Certification
11) Section E.06 – Fair Market Value Certification
12) Section E.07 – Compliance Amendments (included in Section 10.6 of the Most Recent Plan Document)
13) Section E.10 – Penalty of Perjury Statement
14) Narrative supplementing the information required to be submitted in this application, titled "Narrative of America's Family Defined Benefit Retirement Plan Insolvent Status"

Please note that the values shown in the Tables throughout this document are truncated values, and as such, the sum of the individual values that appear in the Tables does not always equal the totals shown in the Tables.

If you have any questions or need additional information concerning this Third Revised Application, please contact the Plan's Authorized Representatives shown in Section D, Item 2.

On behalf of the Plan and the Plan's participants and beneficiaries, we appreciate your consideration of this application, look forward to your response, and respectfully request approval of this application as submitted.

Sincerely and Respectfully,

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Benjamin Eisner
Independent Trustee and Fiduciary, Duly Authorized Representative of
America's Family Defined Benefit Retirement Plan

Date: July 23, 2026

America's Family Defined Benefit Retirement Plan

Application for Special Financial Assistance (Third Revised Application)

Section A – Plan Identifying Information

1)	Plan Name:	America's Family Defined Benefit Retirement Plan
2)	Employer Identification Number:	16-6103576
3)	Plan Number:	001
4)	Notice Filer Name:	Joseph F. Hicks, Jr., FCA, MAAA, EA
5)	Role of Filer:	Plan Actuary
6)	Total Amount Requested:	$186,654,934

America's Family Defined Benefit Retirement Plan

Application for Special Financial Assistance (Third Revised Application)

Section D – Plan Statements

1. SFA Request Cover Letter

The cover letter, signed by the Plan's Independent Trustee ("Trustee"), is included with this Special Financial Assistance Application.

2. Plan Sponsor & Authorized Representatives

The following identifies the Plan Sponsor and authorized representatives, as well as their contact information.

Plan Sponsor	Trustee of America's Family Defined Benefit Retirement Plan America's Family Defined Benefit Retirement Plan, c/o Cohen Weiss and Simon, LLP 909 Third Avenue, 12th Floor New York, NY 10022-4731 Benjamin M. Eisner Email: beisner@cwsny.com Phone: 212-356-0239; 929-675-1200
Legal Counsel	Slevin & Hart, P.C. 1300 Connecticut Ave. NW Washington, DC 20036 Allison A. Madan Email: amadan@slevinhart.com David Weingarten Email: dweingarten@slevinhart.com Phone: 202-797-8700
Filing Actuary	Joseph F. Hicks, Jr., FCA, MAAA, EA Enrolled Actuary No.: 26-06117 Keystone 74 Benefits and Administration, LLC (the "Actuary") 3031 Walton Road, Building B Plymouth Meeting, PA 19462 Email: joseph.hicks@kba74.com Phone: 267-606-1280 Robert Marcella, EA, FCA Keystone 74 Benefits and Administration, LLC Email: robert.marcella@kba74.com Phone: 215-966-3769 Anthony Bertolotti, EA, MAAA, FCA Keystone 74 Benefits and Administration, LLC Email: anthony.bertolotti@kba74.com Phone: 267-606-1379

3. Eligibility Criteria

The Plan meets the eligibility requirements under § 4262.3(a)(1) of the PBGC's SFA regulation, as it had been certified by the prior Plan Actuary to be in critical and declining status for the Plan Year beginning in 2020.

4. Priority Group

The Plan is a non-priority group plan and is therefore eligible to apply after March 11, 2023.

5. Description of Assumed Future Contributions & Withdrawal Liability Payments

Assumed Future Contributions

The Plan's projected contributions used in the SFA application are calculated using three variables:

1) The projected number of active participants at the beginning of each Plan Year
2) The average weeks worked each year by active participants
3) The average weekly contribution rate at which employers are obligated to contribute to the Plan

The development of variables (1), (2), and (3) is below.

To develop variable (1), the Plan's history of CBUs from 2010 through 2019 (the pre-COVID period) was reviewed. Then, the CBUs of those employers who had withdrawn during that period were removed. No employers have withdrawn since 2020. The data for the CBUs of the withdrawn employers is shown in Table 1:

Table 1

Plan Year	Emp A	Emp B	Emp C	Emp D	Emp E	Emp F	Emp G	Emp H	Emp I	Emp J	Emp K
2010	109	957	335	106	581	11,196	4,514	2,025	109	1,301	558
2011	0	0	263	39	669	10,528	1,777	2,072	112	1,553	577
2012	0	0	0	0	545	10,135	2,496	2,036	104	1,392	740
2013	0	0	0	0	296	10,079	2,638	1,942	91	1,366	666
2014	0	0	0	0	0	7,996	1,807	1,577	109	1,443	698
2015	0	0	0	0	0	0	1,928	1,446	126	1,375	755
2016	0	0	0	0	0	0	0	25	162	1,597	660
2017	0	0	0	0	0	0	0	0	162	1,477	737
2018	0	0	0	0	0	0	0	0	40	51	552
2019	0	0	0	0	0	0	0	0	0	0	669

The CBU data for the period 2010 through 2019, after removing the withdrawn employers, is shown in Table 2:

Table 2

Plan Year	Total CBUs	CBUs of Withdrawn Employers	CBUs of Remaining Employers
2010	33,716	21,791	11,925
2011	30,146	17,590	12,556
2012	29,576	17,448	12,128
2013	28,671	17,078	11,593
2014	25,327	13,667	11,660
2015	17,248	5,630	11,618
2016	14,128	2,444	11,684
2017	13,631	2,376	11,255
2018	11,589	643	10,946
2019	11,778	669	11,109

2014 CBUs of Withdrawn Employers includes an adjustment amount of 37 not attributable to any individual employer

Based on this experience, the ratios for each year to the year immediately preceding it are shown in Table 3:

Table 3

Plan Year	CBUs	Ratio to Prior
2010	11,925	N/A
2011	12,556	1.05291
2012	12,128	0.96591
2013	11,593	0.95589
2014	11,660	1.00578
2015	11,618	0.99640
2016	11,684	1.00568
2017	11,255	0.96328
2018	10,946	0.97255
2019	11,109	1.01489
2020	COVID Period Exclusion	
2021	COVID Period Exclusion	

This produced an annual geometric decline rate of approximately 0.78%.

Table 4 reflects CBU experience through December 31, 2025:

Table 4

Plan Year	CBUs	Ratio to Prior
2010	11,925	N/A
2011	12,556	1.05291
2012	12,128	0.96591
2013	11,593	0.95589
2014	11,660	1.00578
2015	11,618	0.99640
2016	11,684	1.00568
2017	11,255	0.96328
2018	10,946	0.97255
2019	11,109	1.01489
2020	9,889	0.89018
2021	9,365	0.94701
2022	9,833	1.04997
2023	9,860	1.00275
2024	9,005	0.91329
2025	8,244	0.91549

Based on Table 4, the Plan's CBU assumption reflects actual experience from January 1, 2022, through December 31, 2025, while projecting CBUs for 2026 and beyond based on the pre-COVID geometric decline rate. For modeling simplicity and to better reflect anticipated future experience, the 0.78% geometric decline rate was rounded to 1.00%. This decline is assumed to continue through 2051.

To harmonize the projection of contributions with the projection of benefit payments (the software used for projecting benefit payments modifies future headcounts to reflect projected changes in CBUs), it is assumed that each active participant worked 42.38 weeks per Plan Year. This was developed by dividing the actual CBUs in 2021 by the beginning-of-year active participant count from the 1/1/2021 census data. The annual changes in CBUs from 2022 through 2025 shown in Table 4, when coupled with the 42.38 weeks-worked assumption resulted in calculated CBUs for 2022 through 2025 that aligned very closely to actual CBUs for each Plan Year, as shown in Table 5:

Table 5

Plan Year	Rate of CBU Change from Table 4	Calculated Beginning of Year Active Count	Average Weeks Assumption	Calculated CBUs	Actual CBUs
2021	N/A	221.00	42.38	9,366	9,365
2022	1.04997	232.04	42.38	9,834	9,833
2023	1.00275	232.68	42.38	9,861	9,860
2024	0.91329	212.50	42.38	9,006	9,005
2025	0.91549	194.54	42.38	8,245	8,244

The valuation software rounds active participants counts at the beginning of each Plan Year, which means projected CBUs will differ slightly from actual CBUs. Again, this discrepancy is in the interest of maintaining harmony between the projection of contributions and benefit payments.

Using the 42.38 weeks-worked assumption from above, along with projected participant counts, the contributions for the SFA application can be calculated based on an assumed average weekly contribution rate. However, because there was an employer whose contribution rate for non-benefit-bearing contributions was reduced following the 2021 Plan Year, the contributions and CBUs from 2021 were used to develop the average weekly contribution rate that has been used for projections in the SFA application.

Table 6 shows the development of the projected contributions through 2051 (the product of columns 2, 3, and 5), along with actual contributions for 2022 through 2025, for your reference. Active participant counts are assumed to decline 1.0% each Plan Year beginning in 2026.

Table 6

Plan Year	Rounded BOY Count	Average Weeks	Calculated CBUs	Average Weekly Contribution Rate	Calculated Contributions	Actual Contributions
2022	232	42.38	9,832	$54.05	$531,428	$476,645
2023	233	42.38	9,875	$54.05	$533,719	$473,526
2024	213	42.38	9,027	$54.05	$487,906	$440,428
2025	195	42.38	8,264	$54.05	$446,675	$402,566
2026	193	42.38	8,179	$54.05	$442,093	N/A
2027	191	42.38	8,095	$54.05	$437,512	N/A
2028	189	42.38	8,010	$54.05	$432,931	N/A
2029	187	42.38	7,925	$54.05	$428,349	N/A
2030	185	42.38	7,840	$54.05	$423,768	N/A
2031	183	42.38	7,756	$54.05	$419,187	N/A
2032	181	42.38	7,671	$54.05	$414,606	N/A
2033	180	42.38	7,628	$54.05	$412,315	N/A
2034	178	42.38	7,544	$54.05	$407,734	N/A
2035	176	42.38	7,459	$54.05	$403,152	N/A
2036	174	42.38	7,374	$54.05	$398,571	N/A
2037	172	42.38	7,289	$54.05	$393,990	N/A
2038	171	42.38	7,247	$54.05	$391,699	N/A
2039	169	42.38	7,162	$54.05	$387,118	N/A
2040	167	42.38	7,077	$54.05	$382,537	N/A
2041	166	42.38	7,035	$54.05	$380,246	N/A
2042	164	42.38	6,950	$54.05	$375,665	N/A
2043	162	42.38	6,866	$54.05	$371,084	N/A
2044	161	42.38	6,823	$54.05	$368,793	N/A
2045	159	42.38	6,738	$54.05	$364,212	N/A
2046	158	42.38	6,696	$54.05	$361,921	N/A
2047	156	42.38	6,611	$54.05	$357,340	N/A
2048	154	42.38	6,527	$54.05	$352,758	N/A
2049	153	42.38	6,484	$54.05	$350,468	N/A
2050	151	42.38	6,399	$54.05	$345,886	N/A
2051	150	42.38	6,357	$54.05	$343,596	N/A

Assumed Withdrawal Liability Payments and Future Withdrawals

Projected withdrawal liability payments for the one currently withdrawn employer are assumed to be paid timely according to the payment schedule. At this time, the Plan is receiving $21,099 quarterly from this employer, which is expected to be received through the first quarter of 2031, with a final payment of $12,874 due in the second quarter of 2031.

Additionally, the current in-house administrative staff is being replaced with a third-party administrator effective December 1, 2026. The current administrative staff is comprised of 3 employees who are shared employees of two contributing employers to the Plan. The two employers are (A) the Plan, and (B) a group under common control under Title IV of ERISA consisting of a health & welfare plan and a 401(k) plan. Both employers are projected to withdraw from the Plan on December 31, 2026.

The contributions to the Plan for employer (A) come from the Plan itself, so no future withdrawal liability payments are projected in association with this projected withdrawal. Future withdrawal liability payments of $5,759.60 for employer (B) are projected to be paid for 80 quarters, as this employer was calculated to have a withdrawal liability larger than the present value of 20 years of their statutorily calculated annual payment.

6. Explanation of Assumption and Methodology Changes

The following assumptions and methods used to calculate the SFA amount differ significantly from those used in the most recent actuarial certification completed before January 1, 2021: (A) the Mortality assumption and the New Entrant Profile; (B) the Cash Flow Timing assumption; (C) the Withdrawal Liability Payments assumption; (D) the Reimbursement to Participants for the Underpayment of Incorrectly Calculated Benefits; (E) the Reimbursement to Participants for Benefits Reduced to the PBGC Guaranteed Benefit Level; (F) the Proper Valuation of Pop-Up Joint & Survivor Annuities methodology; (G) the Appropriate Valuation of Late Retirements methodology; (H) the Retirement Rates assumption; (I) the Turnover assumption; (J) the Optional Forms assumption; (K) the Contribution Base Units assumption; and (L) the Administrative Expenses assumption.

Change (A) is included in Template 5A. Changes (B) through (K) are detailed in Template 6A. Change (L) is detailed in Template 4A.

In addition to the explanations of the assumption changes provided in Templates 4A, 5A, and 6A, as a general matter, prior to the development of the Third Revised Application for SFA some of these assumptions were only considered through the Plan's projected insolvency date. However, the Third Revised Application appropriately extends the assumptions through 2051.

A: Mortality Assumption and New Entrant Profile

Prior Assumptions

- UP-84 Mortality Rates, set forward 1 year for males and set back 4 years for females
- No mortality improvement projected
- No new entrant profile was utilized in the zone certification of the Plan's funded status

Revised Assumptions Used in the SFA Application

- Pri-2012 amount-weighted Blue-Collar Employee table for all non-annuitants
- Pri-2012 amount-weighted Disabled Retiree table for all disabled annuitants
- Pri-2012 amount-weighted Blue Collar Nondisabled Annuitant table for all other in-pay participants
- Mortality improvement projected using SOA Scale MP-2021
- A new entrant profile was developed using Plan experience for calendar years 2016 through 2020
    - New entrants were categorized by age and gender
    - No future rehires are assumed

Rationale for Changes

The Actuary believes the mortality assumption used in the January 1, 2020 certification prepared by the prior actuary is no longer reasonable based on the PBGC's assumption guidance for SFA applications. The assumption change is in the acceptable category and is reflected in the baseline SFA calculation.

New entrants were analyzed by age and gender, and the resulting profile reflects both the distribution and average age of anticipated future entrants. Since no new entrant profile was utilized in the certification prepared prior to January 1, 2021, the assumption was incorporated into the Baseline and extended through the end of the SFA projection period. Based on available data, the Plan did not experience any rehires during the period analyzed. Accordingly, the New Entrant Profile does not reflect any assumption for future rehires. The revised assumption is expected to provide an accurate representation of anticipated future entrant demographics and is consistent with the PBGC guidance permitting the adoption and extension of assumptions necessary for the SFA projection period.

Table 7 shows the details of the New Entrant Profile:

Table 7

Assumed Age	Weighted Percent	Percent Male	Percent Female
20.9	25.4%	87.5%	12.5%
28.4	33.3%	97.6%	2.4%
38.6	19.0%	91.7%	8.3%
49.5	13.5%	82.4%	17.6%
57.6	7.9%	100.0%	0.0%
70.0	0.8%	100.0%	0.0%
33.9	**100.0%**	**92.1%**	**7.9%**

Details supporting the development of the New Entrant Profile were previously provided to the PBGC.

B: Cash Flow Timing Assumption

Prior Assumptions

- Cash flows (benefit payments, receipt of contributions and withdrawal liability payments, payment of expenses and PBGC premiums) were assumed to occur mid-year

Revised Assumptions Used in the SFA Application

- Benefit payments made at the beginning of each month
- Employer contributions received by the 10th of the month after work is performed
- PBGC premiums paid two and a half months before the end of the Plan Year
- Administrative expenses paid mid-year
- Withdrawal liability payments received mid-year

Rationale for Changes

The Actuary believes the prior cash flow assumptions are not reasonable for the purpose of the SFA application, because they do not comport with Plan experience. The assumptions used herein, by contrast, align with actual experience related to cash flows, and are thus reasonable and appropriate for the purpose of the measurement in the SFA application.

C: Withdrawal Liability Payments Assumption

Prior Assumptions

- No withdrawal liability payments were assumed to be received

Revised Assumptions Used in the SFA Application

- Withdrawal liability payments owed by the one withdrawn employer currently making payments to the Plan are assumed to be made timely and in full
- Two employers are projected to withdraw from the Plan on December 31, 2026; one of these employers (a group under common control consisting of a health & welfare plan and 401(k) plan) is projected to make 20 years of withdrawal liability payments; please see Section D.5 of this document for more information

Rationale for Changes

The Actuary believes that the prior assumption is not reasonable for the purpose of the SFA application because there is one withdrawn employer making withdrawal liability payments. The assumption used in this SFA application reflects the fact that the one employer currently making withdrawal liability payments is expected to continue doing so. Additionally, withdrawal liability payments have been included for the health & welfare plan and 401(k) plan (common control) projected to withdraw due to the transition to a third-party administrator. Based on the information in Section 5 above, it is assumed that the withdrawing employer will make its withdrawal payments timely and in full.

D: Reimbursement to Participants for the Underpayments of Incorrectly Calculated Benefits

Prior Assumptions

- There was no assumption relating to the underpayment of incorrectly calculated benefits

Revised Assumptions Used in the SFA Application

- Improperly calculated benefits are reflected in the amount due in accordance with the Plan's VCP application
- Participants who had been underpaid as a result of the incorrect calculation of their benefit are assumed to be reimbursed for the underpayment on December 31, 2021 (SFA measurement date)

Rationale for Changes

The Plan submitted a VCP application to the IRS on May 5, 2026 for the correction of certain benefits that had been improperly calculated. These benefits had been incorrectly calculated due to two factors: (1) the improper application of the Plan's Joint and Survivor Annuity conversion factors (see Attachment to VCP Form 14568, Section II, paragraph (A) and Exhibits A, B, and C), and (2) the improper application of the Plan's Early Retirement reduction factors (see Attachment to VCP Form 14568, Section II, paragraph (C) and Exhibits C, H, and I).

With respect to item (1), the improper application of the Plan's Joint & Survivor Annuity conversion factors resulted only in participants being paid a benefit that was too high, and it is expected that participants who were overpaid due to these calculation errors will have their benefits corrected prospectively and the Plan's Trustee will pursue repayments to the Plan under applicable law (see Attachment to VCP Form 14568, Section III (A)).

With respect to item (2), the improper application of the Plan's Early Retirement reduction factors only resulted in participants being paid a benefit that was too low and it is expected that these participants will be paid their missed monthly payments in a lump sum, with interest, to make them whole (see Attachment to VCP Form 14568, Section III and Exhibits K and N). The total of these payments is included in the SFA application.

Some participants are included in both groups (1) and (2), and an example of such a participant is included in Table 8 below, along with the amount owed to the participant.

Correct prospective benefits for all participants are reflected in this SFA application.

Table 8

Information	
Date of Retirement:	10/1/2016
Participant's Age at Retirement:	63 years, 7 months
Spouse's Age at Retirement:	65 years, 0 months
Benefit Form Elected at Retirement:	100% Joint & Survivor

Original Calculation			
(1)	(a)	Pre-1989 Contributions:	$6,631.00
	(b)	(1)(a) divided by 65:	102.0154
	(c)	Applicable Dollar Amount for age 63 years, 7 months:	214.62
	(d)	Pre-1989 Lump Sum [(1)(b) x (1)(c)]:	$21,894.54
(2)	(a)	Contributions from 1989 through 2008:	$20,236.00
	(b)	(2)(a) divided by 65:	311.3231
	(c)	Applicable Dollar Amount for age 63 years, 7 months:	214.62
	(d)	1989 through 2008 Lump Sum [(2)(b) x (2)(c)]:	$66,816.16
(3)		Total Lump Sum payable at age 63 years, 7 months [(1)(d) + (2)(d)]:	$88,710.70
(4)		100% Joint and Survivor Factor for (63, 65) age combination:	131.60
(5)		Early Monthly Benefit payable as a 100% J&S (3) / (4):	$674.09

Corrected Calculation	
(1) (a) Pre-1989 Contributions:	$6,631.00
(b) (1)(a) divided by 65:	102.0154
(c) Applicable Dollar Amount for age 65:	230.00
(d) Pre-1989 Lump Sum [(1)(b) x (1)(c)]:	$23,463.54
(2) (a) Contributions from 1989 through 2008:	$20,236.00
(b) (2)(a) divided by 65:	311.3231
(c) Applicable Dollar Amount for age 65:	230.00
(d) 1989 through 2008 Lump Sum [(2)(b) x (2)(c)]:	$71,604.31
(3) Total Lump Sum payable at age 65 [(1)(d) + (2)(d)]:	$95,067.85
(4) Life Annuity Factor for age 65:	100.39
(5) Monthly Benefit payable as a life annuity at age 65 (3) / (4):	$946.99
(6) Early Reduction Factor for age 63 years, 7 months:	0.9150
(7) Early Monthly Benefit payable as a life annuity (5) x (6):	$866.50
(8) 100% Joint and Survivor Factor for (63, 65) age combination:	0.80665
(9) Early Monthly Benefit payable as a 100% J&S (7) x (8):	$698.96

Lump Sum Calculation	
Benefit Received from 10/1/2016 to 12/31/2021:	$674.09
Corrected Benefit:	$698.96
Monthly Underpayment:	$24.87
Number of Months Underpaid:	63
Lump Sum for Underpayments (without interest) from 10/1/2016 to 1/1/2022:	$1,566.81
Lump Sum for Underpayments (with 7% interest) from 10/1/2016 to 1/1/2022:	$1,886.48

E: Reimbursement to Participants for Benefits Reduced to the PBGC Guaranteed Benefit Level

Prior Assumptions

- There was no assumption relating to the reimbursement of benefits reduced to the PBGC Guaranteed Benefit Level

Revised Assumptions Used in the SFA Application

- Participants whose benefits were reduced to the PBGC Guaranteed Benefit Level will be modeled as unreduced as of the day after the measurement date for the SFA calculation
- Underpayments for benefits reduced between the date of insolvency and the SFA measurement date are modeled as payable as a lump sum on the day after the SFA measurement date
- These benefits will actually be payable under the reinstatement terms after receipt of SFA
- Participants who died before the SFA measurement date are excluded from this calculation

Rationale for Changes

The Plan's administrative manager provided the Actuary with the gross benefit amounts for all participants who received a benefit for the months September through December 2021. These were the only months in which the Plan received financial assistance from the PBGC prior to the SFA measurement date. The data included both the benefits before and after the PBGC reduction was applied.

Table 9 includes a sample participant that was included in this analysis. We assume herein that this participant will be reimbursed $850.32 as of December 31, 2021. Please note, this amount does not include interest, as instructed by PBGC in a pre-submission communication.

Table 9

Month	Unreduced Gross Benefit	Years of Service	Benefit Reduced to PBGC Guaranteed Level	Difference
September	$1,268.31	38.0	$1,055.73	$212.58
October	$1,268.31	38.0	$1,055.73	$212.58
November	$1,268.31	38.0	$1,055.73	$212.58
December	$1,268.31	38.0	$1,055.73	$212.58

F: Proper Valuation of Pop-Up Joint & Survivor Annuities Methodology

Prior Assumptions

- Participants receiving a Joint & Survivor Annuity with a Pop-Up will not receive an increased benefit if their Spouse predeceases them in the projection of benefit payments

Revised Assumptions Used in the SFA Application

- Participants receiving a Joint & Survivor Annuity with a Pop-Up will receive an increased benefit if their Spouse predeceases them, as required by and consistent with the Plan

Rationale for Changes

The prior assumption was unreasonable and inconsistent with the Plan. The Actuary believes it is appropriate to properly reflect this Plan provision in the projection of benefit payments used in the SFA application.

G: Appropriate Valuation of Late Retirements Methodology

Prior Assumptions

- Terminated Vested participants who have deferred benefit commencement beyond their Normal Retirement Date would receive a single sum payment for missed monthly payments owed between their Normal Retirement Date and the valuation date, with no interest included in the calculation of the lump sum

Revised Assumptions Used in the SFA Application

- Accrued benefits for Terminated Vested participants are actuarially increased from Normal Retirement Date through the earlier of age at valuation date or their Required Beginning Date under the Plan's terms (April 1st of the calendar year following the calendar year in which the participant turned 70.5)
- For those Terminated Vested participants beyond their Required Beginning Date as of the valuation date, a single lump sum payment is made for missed monthly payments owed from the participant's Required Beginning Date through the valuation date, accumulated with interest at the Plan's actuarial equivalence interest rate (7.0%)

Rationale for Changes

The Actuary believes the prior assumption does not reflect how benefits are actually paid to participants retiring after their Normal Retirement Date or Required Beginning Date and is therefore unreasonable. The assumption and methodology change are reasonable and appropriate to reflect how benefits are actually paid to participants retiring after Normal Retirement Date or Required Beginning Date. Because the SFA application implicitly assumes the receipt of Special Financial Assistance, it is further assumed that actuarial adjustments for late commencement will be applied and missed monthly payments will accumulate with interest. Finally, because the SFA application relies on census data as of January 1, 2021 while having a measurement date of December 31, 2021, all lump sums for missed monthly payments are assumed payable as of the day after December 31, 2021, discounted for mortality.

The following Table 10 shows an example of the difference in calculations:

Table 10

Data		
Monthly Accrued Benefit Payable at NRD:		$69.66
Date of Birth:		2/23/1948
Normal Retirement Date:		3/1/2013
Required Beginning Date:		4/1/2019
Assumed Payment Date for Lump Sum for Missed Payments:		1/1/2022
Calculations		
Calculation Element	**Prior Approach**	**Current Approach**
Assumed Retirement Date ("ARD"):	3/1/2013	4/1/2019
Actuarial Increase Factor from NRD to ARD:	1.0000	2.2077
Ongoing Monthly Benefit Payable at 1/1/2022:	$69.66	$153.79
Number of Missed Payments from ARD to 1/1/2022:	106	33
Lump Sum for Missed Payments from ARD to 1/1/2022:	$7,383.96 (no interest)	$5,569.87 (with interest)

H: Retirement Rates Assumption

Prior Assumptions

- Age 65 and 6 years of participation

Revised Assumptions Used in the SFA Application

- Retirement rates were determined separately for Active and Terminated Vested participants following an experience study prepared by the Actuary

Rationale for Changes

The Actuary believes that the prior assumption was unreasonable because it does not reflect Plan experience. An experience study was performed based on a review of data from 2019 through 2023 to analyze exposures and retirements by status, and in conjunction with a review of the Plan's provisions, to develop a best-estimate of anticipated experience under the Plan. The Actuary believes it is reasonable and appropriate to reflect the results of the experience study in the SFA application. Table 11 details the retirement rates for Active and Terminated Vested Participants before and after the assumption change:

Table 11

	Prior Assumption	Revised Assumption	
Age	Active and Terminated Vested Participants	Active Participants	Terminated Vested Participants
<62	0%	0%	0%
62	0%	20%	30%
63	0%	10%	25%
64	0%	15%	35%
65	100%	60%	25%
66	100%	40%	10%
67	100%	20%	5%
68	100%	100%	5%
69	100%	100%	10%
>69	100%	100%	100%

The results of the experience study were previously provided to the PBGC.

I: Turnover Assumption

Prior Assumptions

- Special table furnished by the Social Security Department of the United Automobile Workers (UAW) International; this table was assumed to include all causes of termination

Revised Assumptions Used in the SFA Application

- Sarason T-10 termination table for all causes of termination other than disability, death, or retirement

Rationale for Changes

The Actuary believes that the prior assumption was unreasonable because it does not accurately reflect Plan experience. An experience study was performed reviewing data from 2017 through 2024 to analyze exposures and terminations, and a best-estimate of anticipated experience under the Plan was developed. The Actuary believes it is reasonable and appropriate to reflect the results of the experience study in the SFA application. Table 12 shows sample turnover rates before and after the assumption change:

Table 12

Age	Prior Assumption	Revised Assumption
20	60.03%	18.00%
25	21.63%	17.30%
30	5.01%	16.30%
35	2.75%	15.00%
40	1.94%	13.30%
45	1.47%	11.20%
50	1.05%	8.56%
55	0.71%	5.45%
60	0.65%	2.76%
65	0.00%	2.44%

The results of the experience study were provided previously to the PBGC.

J: Optional Forms Assumption

Prior Assumptions

- All future retirees were assumed to elect a Single Life Annuity

Revised Assumptions Used in the SFA Application

- 50% of future retirees are assumed to elect a 50% Joint & Survivor Annuity (with Pop-Up as applicable)
- 40% of future retirees are assumed to elect a Single Life Annuity
- 10% of future retirees are assumed to elect a 5 Year Certain & Continuous Annuity

Rationale for Changes

Given the purpose of the measurement, the Actuary believes that the prior assumption is no longer reasonable because it does not accurately reflect Plan experience. The new assumption reflects more recent experience and better reflects anticipated cash flows. Table 13 displays the results of the experience study performed by the Actuary to develop this assumption:

Table 13

	Plan Years						Observed Election Rate	Application Assumption Rate
Form of Annuity	2019	2020	2021	2022	2023	Total		
Single Life Annuity	25	27	19	33	28	132	40.4%	40.00%
Joint & Survivor Annuity	49	23	21	31	29	153	46.8%	50.00%
Certain & Continuous Annuity	8	5	6	13	10	42	12.8%	10.00%
					Total:	327	100.00%	100.00%

Exposures in the Payment Form experience study represent participants who retired from either Active or Terminated Vested status. Each participant was counted only once. All Joint & Survivor Annuity and Certain & Continuous Annuity forms were combined. The results of the experience study were provided previously to the PBGC.

K: Contribution Base Units Assumption

Prior Assumptions

- CBUs anchored to the level reflected in the prior actuarial valuation
- CBUs assumed to remain level for all future Plan Years through insolvency

Revised Assumptions Used in the SFA Application

- Actual CBU levels for Plan Years 2022 through 2025 reflected
- CBUs assumed to decline by 1.0% in 2026 and all Plan Years thereafter

Rationale for Changes

The Actuary believes the prior assumptions are no longer reasonable because they do not accurately reflect the current and expected workforce experience of the Plan's employers.

Table 3 included above details the Plan's CBU experience from 2010 through 2019. The geometric CBU decline for the pre-COVID period based on this data is approximately 0.78%. For modeling simplicity and to better reflect anticipated future experience, this has been rounded to 1.00% beginning in 2026 and continuing through 2051.

Additionally, based on discussions with the PBGC during a pre-application conference, actual experience for Plan Years 2022 through 2025 has been reflected. This reflects the reality that the Plan's CBU base declined dramatically during COVID and has not experienced a rebound.

L: Administrative Expenses Assumption

Prior Assumptions

- Prior year administrative expenses (as reflected in the Plan's 2022 actuarial valuation) were assumed to increase each year with 2.0% inflation, inclusive of PBGC premiums

Revised Assumptions Used in the SFA Application

The Administrative Expenses Assumption herein includes four separate components, representing a significantly increased investigation, evaluation, and enumeration of Plan expenses and their projection henceforth: (1) Actual expenses through December 31, 2025, (2) expenses for 2026, excluding those in the third component described herein, and reflecting invoices for professionals' fees for the period January 1, 2026 through June 30, 2026, (3) projected expenses for special non-recurring projects (described below) for the period July 1, 2026 through December 31, 2027, and (4) all other projected expenses for 2027 and future years, which will include inflation through 2051. Reflected within this component is the expectation that actuarial, legal, and Trustee services will be at their highest in 2027, with legal and Trustee services grading down uniformly to 50% of 2027 levels by 2030. Similarly, actuarial services that fall outside of the retainer are projected to decrease to 50% of 2027 levels by 2030.

- Inflation assumption is 2.5%
- Actual administrative expenses from 2022 through 2025 are included
- Administrative expenses for 1/1/2026 through 6/30/2026, reflecting invoices received by the Plan, are projected to be $1,423,370:
  - $1,287,183 for services rendered by Plan professionals
  - $68,045 for Fiduciary Insurance for the Plan and Independent Trustee and Fidelity Bond Coverage
  - $17,136 for Rent and $51,006 for Other Costs
- Administrative expenses for 7/1/2026 through 12/31/2026 are projected to be $1,050,958:
  - $574,638 for work not related to the SFA application, VCP filing, or TPA transition
  - $128,480 for work related to the SFA application
  - $82,220 for work related to the VCP filing
  - $192,220 for work related to the TPA transition
  - $22,394 for Rent and $51,006 for Other Costs
- Administrative expenses for 2027 are projected to be $1,553,151:
  - $940,450 for work not related to the SFA application, VCP filing, or TPA transition
  - $188,960 for work related to the SFA application
  - $164,440 for work related to the VCP filing
  - $144,440 for work related to the TPA transition
  - $69,746 for Fiduciary Insurance for the Plan and Independent Trustee and Fidelity Bond Coverage
  - $45,114 for Rent, which is not assumed to recur beyond 2027
- Administrative expenses for 2028 through 2030 are generally assumed to increase with 2.5% inflation, with services rendered by actuarial, legal, and the Plan's Trustee grading down uniformly as explained in Component 4 and detailed in Table 18
- Work relating to the SFA application, VCP filing, and TPA transition are assumed to be completed in the second half of 2026 and into 2027, with no further work assumed beyond 2027
- It is assumed that the administrative expenses for 2026 and 2027 are not subject to the 12% cap; expenses for 2028 and future years are assumed to be subject to the 12% cap
- PBGC premiums are projected separately from other administrative expenses and reflect expected population changes and the PBGC premium increase in the Plan Year beginning in 2031 ($52); all unknown premium rates are assumed to be equal to the rate from the prior Plan Year, increased with 2.5% inflation and rounded to the nearest dollar; no PBGC premiums are included until 2027; PBGC premiums are assumed not to be subject to the 12% cap on expenses per PBGC guidance

Rationale for Changes

The prior assumptions are no longer reasonable because, as explained in the separate attachment *Narrative of America's Family Defined Benefit Retirement Plan Insolvent Status* (the "Narrative"), the Plan's complexity and unique circumstances have resulted in the need to hire new Plan professionals (actuary, attorney, and auditor), as well as a TPA, none of which was considered in the prior assumptions. The additional work that has been undertaken during 2025 and 2026 is significant and has included work by both the Plan's prior professionals as well as the new professionals. Expenses for 2022 through June 30, 2026 reflect work performed by both past and present Plan professionals, and other necessary arrangements. Those expenses deemed inappropriate by the PBGC and by the Trustee have been excluded. Much of the work done by the new professionals in 2025 and in 2026 has been to correct work done in the past or in certain cases, not done at all.

Beginning in the second half of 2026, only the new Plan professionals have been retained by the Plan, with the exception of the current Plan administrator, who will be retained through the end of 2026. As such, the projected administrative expenses for this period and future years reflect only projected fees for the new Plan professionals and the current Plan administrator for the second half of 2026.

Consistent with the Plan's understanding of the importance of itemizing and handling non-recurring expenses separately from expenses that are expected to reflect the recurring, i.e., normal on-going operations of the Plan, effective July 1, 2026, recurring expenses are developed separately from those non-recurring expenses related to the following items:

- Work related to the filing of the SFA application, as well as the receipt and compliant implementation of the SFA, including the vetting and hiring of a Plan investment consultant, vetting and hiring of a custodian of the Plan's SFA and non-SFA monies, communication with Plan participants and other Plan constituents, recalculation of benefits to include actuarial adjustments, and oversight by the Plan's ERISA Counsel and the Trustee
- Work related to the VCP filing, as noted in the Narrative
- Work related to the transition from the current and long-standing administrator to the new TPA

Projected expenses related to the above non-recurring items (SFA application, VCP filing, and TPA transition) are expected to be completed by the end of 2027 and are itemized below.

The development of the four components will be taken in turn.

Component 1: Actual Expenses from 2022 through 2025

Table 14 summarizes the actual expenses paid by the Plan for the years 2022 through 2025:

Table 14

Category	2022	2023	2024	2025
Prior actuary	$117,400	$32,400	$82,400	$44,250
Current actuary	$0	$0	$0	$189,395
Prior attorney	$54,450	$14,900	$15,400	$0
Current attorney	$0	$0	$0	$268,612
Prior auditor	$21,323	$34,499	$30,737	$30,590
Current auditor	$0	$0	$0	$22,423
In-house Administrative Staff	$218,809	$342,426	$337,847	$347,960
Trustee	$0	$0	$0	$186,605
Fiduciary Insurance, Independent Trustee Insurance, and Fidelity Bond	$23,272	$38,146	$38,137	$48,400
Rent	$27,000	$41,400	$35,562	$31,113
Computer Consultant	$16,402	$100,066	$62,416	$145,337
Other Costs	$42,765	$64,015	$80,203	$65,322
Inappropriate: Auto Expenses	($4,590)	($7,038)	($7,038)	$0
Inappropriate: 457 Plan Contribution	($6,795)	($10,419)	($10,419)	$0
Inappropriate: Life Insurance	($4,455)	($6,831)	$0	$0
Total	**$505,581**	**$643,564**	**$665,245**	**$1,380,007**

Component 2: Projected Expenses for 2026 (not Related to the SFA Application, VCP Filing, or TPA Transition for the Second Half of 2026)

Table 15 shows the Plan expenses for the period January 1, 2026 through June 30, 2026 for all professionals as well as other expenses incurred by the Plan for the same period. Additionally, Table 15 shows projected expenses for each category for the period July 1, 2026 through December 31, 2026 for Component 2:

Table 15

Category	Plan Invoiced for 1/1/2026 – 6/30/2026	Projected Expenses: 7/1/2026 – 12/31/2026
Prior Actuary	$15,590	$0
Current Actuary	$296,938	$56,250
Current Attorney	$442,825	$130,080
Prior Auditor	$11,446	$0
Current Auditor	$11,692	$26,001
Administrator to be retained through 12/31/2026	$218,468	$218,468
Incoming TPA, effective 12/1/2026	$0	$25,000
Trustee	$171,348	$59,400
Computer Consultant, services needed through 12/31/2026	$118,877	$59,439
Fiduciary Insurance, Independent Trustee Insurance, and Fidelity Bond, Premiums for 2026	$68,045	$0
Rent	$17,136	$22,394
Other costs	$51,006	$51,006
Total	**$1,423,370**	**$648,038**

**RFP process has been completed and contract negotiations with selected candidate are close to completion*

Computer Consultant/Cybersecurity Review

- Historically, the Plan has employed multiple professionals to remain compliant with its cybersecurity obligations; however, beginning in 2027 in conjunction with the hiring of the new TPA, the Plan expects only to hire a single outside firm to perform an annual cybersecurity compliance review; the other computer-related activities will be provided by the TPA

Other Costs and Rent

- Since the Plan is currently administered by an in-house staff, “other costs” incurred under this arrangement are assumed to continue for the second half of 2026 but cease in 2027, except for Rent payments; for the second half of 2026, these expenses are assumed to be equal to the same amount they were in the first half of 2026
- The Plan’s monthly rent increased from $3,678.15 to $3,732.40 effective July 1, 2026

Summary of Total Expenses in Component 2

The total expenses projected for Component 2 are $2,071,408.

Component 3: Projected Expenses for the Period July 1, 2026 to December 31, 2027 Related to the SFA Application, VCP Filing, and TPA Transition

Table 16 shows the projected expenses for the period July 1, 2026 through December 31, 2026 for the items included in Component 3:

Table 16

Professional	SFA Application	VCP Filing	TPA Transition
Current actuary	$50,000	$20,000	$32,000
Current attorney	$48,780	$32,520	$32,520
Current auditor	$0	$0	$0
TPA	$0	$0	$98,000
Trustee	$29,700	$29,700	$29,700
Total	**$128,480**	**$82,220**	**$192,220**

Table 17 shows the projected expenses for the period January 1, 2027 through December 31, 2027 for the items included in Component 3:

Table 17

Professional	SFA Application	VCP Filing	TPA Transition
Current actuary	$32,000	$40,000	$20,000
Current attorney	$97,560	$65,040	$65,040
Current auditor	$0	$0	$0
TPA	$0	$0	$0
Trustee	$59,400	$59,400	$59,400
Total	**$188,960**	**$164,440**	**$144,440**

Incoming Plan TPA

- TPA Transition work includes reviewing, digitizing and shredding of approximately 500 boxes of records for participants who joined the Plan as the result of a merger; these records have been stored at an external facility for years; the estimate used in this application is based on a quote received from the TPA

Summary of Total Expenses in Component 3

The total expenses projected for Component 3 are $900,760.

Component 4: All Other Projected Expenses for 2027 and Future Years

Table 18 shows the projected expenses for the Plan Years 2027 through 2030. As explained in the provided Narrative, significant work still needs to be undertaken by the Plan's actuary, attorney, and Trustee before their services are expected to normalize in the 2030 Plan Year. For the actuarial fees in Table 18, it is assumed that out-of-scope work will be equal to 100% of retainer in 2027, with that 100% grading down uniformly to 50% by 2030. For the attorney's and Trustee's fees, it is assumed that hours worked will be half of their 2027 level by 2030, graded down uniformly. For the actuary, the retainer is assumed to increase by 2.5% each year. For the attorney and Trustee, hourly rates are assumed to increase by 2.5%

each year. Beginning in 2031, all itemized expenses in Table 18 are expected to increase annually with 2.5% inflation based on their 2030 levels:

Table 18

Professional/Category	Projected Expenses			
	2027	2028	2029	2030
Current actuary	$150,000	$140,943	$131,339	$121,166
Current attorney	$260,160	$222,220	$182,220	$140,082
Current auditor	$47,490	$48,677	$49,894	$51,142
TPA	$354,000	$362,850	$371,921	$381,219
Trustee	$118,800	$101,475	$83,209	$63,967
Cybersecurity Compliance Review	$10,000	$10,250	$10,506	$10,769
Fiduciary Insurance, Independent Trustee Insurance, and Fidelity Bond	$69,746	$71,490	$73,277	$75,109
Rent	$45,114	$0	$0	$0
Total	**$1,055,311**	**$957,905**	**$902,368**	**$843,455**

Cybersecurity Compliance Review

- The $10,000 estimate in the table above is based on the Trustee's experience with plans of a similar size and complexity

Fiduciary Insurance, Independent Trustee Insurance, and Fidelity Bond

- The Plan expects to pay $69,746 for these items in 2027, a 2.5% increase over what was paid in 2026

Rent

- The Plan entered into a lease agreement in May 2024 for office space where the current Plan administrative staff is working; the lease extends through 2029
- It is assumed the Plan will be unable to negotiate an early termination of the lease agreement
- It is, however, assumed that the landlord will be able to rent out the property to another tenant beginning January 1, 2028
- The Plan's monthly rent increases from $3,732.40 to $3,786.65 effective July 1, 2027

Summary of Total Expenses in Component 4

The total expenses projected for Component 4 are shown in Table 18 through 2030, with the expenses beyond 2030 reflected in Template 4. Beginning in 2028, the 12% cap on administrative expenses as compared to benefit payments is considered.

The Plan has reviewed publicly available Form 5500 data for 19 similarly situated multiemployer pension plans[1], as judged by population demographics, liability size, and asset size (based on post-SFA receipt).

[1] Plans with between 2,000 and 4,000 participants, between 100 and 500 actives, assets between $100M and $250M, and liabilities between $100M and $250M

The average expenses for these plans from 2009 through 2023 projected to 2027 with inflation at 2.5% range from $392,000 to $1,220,000, with a mean of $674,000. We believe the expenses developed in Component 4 fall within a reasonable range of expected expenses for a Plan of this size with the complexities and challenges outlined in the Narrative. In addition, the required services of the Trustee increase the projection of its future expenses.

Summary

To summarize all the administrative expense information contained above, please see the following table:

Table 19

Year	Component 1	Component 2	Component 3	Component 4	Total
2022	$505,581	$0	$0	$0	**$505,581**
2023	$643,564	$0	$0	$0	**$643,564**
2024	$665,245	$0	$0	$0	**$665,245**
2025	$1,380,007	$0	$0	$0	**$1,380,007**
2026	$0	$2,071,408	$402,920	$0	**$2,474,328**
2027	$0	$0	$497,840	$1,055,311	**$1,553,151**
2028	$0	$0	$0	$957,905	**$957,905**
2029	$0	$0	$0	$902,368	**$902,368**
2030	$0	$0	$0	$843,455	**$843,455**

Inflation Assumption

The projected annual increase in administrative expenses is 2.5%. This assumption reflects the expectation that the Plan's administrative expenses will be influenced by both general price inflation and long-term growth in labor costs. Administrative expenses include labor-intensive costs, such as salaries and professional services, as well as non-labor expenses, including office occupancy, technology, insurance, and other operating costs.

The 2026 Social Security Trustees Report provides a reasonable benchmark for long-term economic assumptions. Under the intermediate assumptions, the Report projects an ultimate annual increase in the Consumer Price Index (CPI) of 2.4% and long-term growth in the Average Wage Index (AWI) of approximately 3.6%. The AWI assumption reflects both general inflation and expected long-term gains in real wages and productivity.

The selected 2.5% annual expense growth assumption is consistent with these long-term economic assumptions. It recognizes that the Plan's administrative expenses are influenced by general inflation while also reflecting that certain expenses, particularly labor-related costs, are expected to grow somewhat faster than consumer prices over time. At the same time, because many administrative expenses are not directly tied to wage growth, the selected assumption remains well below the Social Security Trustees' long-term AWI growth assumption. Accordingly, the selected assumption represents a reasonable and balanced estimate of the long-term growth in the Plan's administrative expenses.

7. Reinstatement of Benefits

In accordance with Section 4262(k) of ERISA and §4262.4 of PBGC's SFA regulations, the application includes SFA for reinstatement of benefits attributable to the elimination of reductions in a participant's or beneficiary's benefit due to plan insolvency, commencing the day after the SFA measurement date of December 31, 2021.

The Plan will reinstate the benefits that were previously suspended for participants and beneficiaries effective as of the first month in which the SFA is paid to the Plan and will provide make-up payments equal to the amount of benefits previously suspended to any participants or beneficiaries who are in pay status as of the date that the SFA amount is paid to the Plan. The make-up payments will be paid in a single lump sum no later than 3 months after the date that the SFA amount is paid to the Plan. In Template 4A, the proposed schedule shows the aggregate lump sum amount of $408,603.91 assuming the effective date for the reinstatement is the day after the SFA measurement date and reflecting only the reinstatement amount due for payments suspended prior to the SFA measurement date.

Note, this figure excludes any make-up payment for individuals who died as of the SFA measurement date.

America's Family Defined Benefit Retirement Plan

Application for Special Financial Assistance (Third Revised Application)

Section E – Certifications

1. SFA Application Checklist

An updated SFA Application Checklist is included as part of this Third Revised Application.

2. SFA Eligibility Certification and Supporting Information for Critical and Declining Plan

The Plan meets the eligibility requirements under § 4262.3(a)(1) of the PBGC's SFA regulation, as it had been certified by the prior Plan Actuary to be in critical and declining status for the Plan Year beginning in 2020.

3. SFA Eligibility Certification and Supporting Information for Critical Plan

Not applicable.

4. Priority Status

The Plan is not included in any of the Priority Status categories.

Section E, Item 5 – SFA Amount Certification

This certifies that the amount of $186,654,934 of Special Financial Assistance ("SFA") requested in the **Third Revised Application** submitted by the Trustee of the America's Family Defined Benefit Retirement Plan ("Plan") is the amount to which the Plan is entitled under ERISA §4262(j)(1) and PBGC's SFA Final Rule.

The SFA calculations were performed using a measurement date of December 31, 2021 and were based on participant census, financial, contribution, withdrawal liability, and administrative expense information provided to Keystone 74 Benefits and Administration, LLC.

The actuarial assumptions generally originate from the most recent certification of plan status completed prior to January 1, 2021, as modified to reflect PBGC SFA guidance, Plan experience studies, actual experience through 2025 where applicable, and the assumptions disclosed in Template 10.

Key assumption and methodology changes reflected in this **Third Revised Application** include: mortality updates to the Pri-2012 tables with MP-2021 improvements; a Plan-specific new entrant profile; experience-based retirement, turnover, and optional form assumptions; updated contribution base unit projections reflecting actual experience through 2025 and a 1.0% annual decline thereafter; projected withdrawal liability payments from currently withdrawn and expected future withdrawn employers; refined cash-flow timing assumptions; enhanced administrative expense projections; recognition of pop-up joint and survivor annuity provisions; corrected benefit projections associated with the IRS VCP filing; and revised treatment of late retirements.

Projected contributions, benefit payments, administrative expenses, PBGC premiums, and withdrawal liability payments were determined in accordance with the methods and assumptions described in Section D and Template 10 of the application.

These calculations are not valid for any purpose other than the SFA application. Nothing herein constitutes legal or tax advice.

To the best of my knowledge, the information supplied is complete and accurate, and the calculations were performed in accordance with applicable actuarial standards of practice, the Code of Professional Conduct, ERISA, and PBGC guidance. As an Enrolled Actuary and member of the American Academy of Actuaries, I meet the qualification standards to render this opinion. In my professional opinion, the combined effect of the non-prescribed assumptions used to determine SFA does not have significant bias.

Joseph F. Hicks Jr.

Joseph F. Hicks, Jr., FCA, MAAA, EA
Enrolled Actuary No.: 26-06117

07/23/2026
Date

Keystone 74 Benefits and Administration, LLC
3031 Walton Road, Building B
Plymouth Meeting, PA 19462
(267) 606-1280

Attachment to Section E, Item 5, SFA Amount Certification

a. Interest Rates

Non-SFA Interest Rate: 5.26%
SFA Interest Rate: 2.91%
Minimum Funding Interest Rate: 7.50%

b. Administrative Expenses

- Inflation assumption is 2.5%
- Actual administrative expenses from 2022 through 2025 are included
- Administrative expenses for 1/1/2026 through 6/30/2026, reflecting invoices received by the Plan, are projected to be $1,423,370:
  - $1,287,183 for services rendered by Plan professionals
  - $68,045 for Fiduciary Insurance for the Plan and Independent Trustee and Fidelity Bond Coverage
  - $17,136 for Rent and $51,006 for Other Costs
- Administrative expenses for 7/1/2026 through 12/31/2026 are projected to be $1,050,958:
  - $574,638 for work not related to the SFA application, VCP filing, or TPA transition
  - $128,480 for work related to the SFA application
  - $82,220 for work related to the VCP filing
  - $192,220 for work related to the TPA transition
  - $22,394 for Rent and $51,006 for Other Costs
- Administrative expenses for 2027 are projected to be $1,553,151:
  - $940,450 for work not related to the SFA application, VCP filing, or TPA transition
  - $188,960 for work related to the SFA application
  - $164,440 for work related to the VCP filing
  - $144,440 for work related to the TPA transition
  - $69,746 for Fiduciary Insurance for the Plan and Independent Trustee and Fidelity Bond Coverage
  - $45,114 for Rent, which is not assumed to recur beyond 2027
- Administrative expenses for 2028 through 2030 are generally assumed to increase with 2.5% inflation, with services rendered by actuarial, legal, and the Plan's Trustee grading down uniformly as explained in Section D statement
- Work relating to the SFA application, VCP filing, and TPA transition are assumed to be completed in the second half of 2026 and into 2027, with no further work assumed beyond 2027
- It is assumed that the administrative expenses for 2026 and 2027 are not subject to the 12% cap; expenses for 2028 and future years are assumed to be subject to the 12% cap
- PBGC premiums are projected separately from other administrative expenses and reflect expected population changes and the PBGC premium increase in the Plan Year beginning in 2031 ($52); all unknown premium rates are assumed to be equal to the rate from the prior Plan Year, increased with 2.5% inflation and rounded to the nearest dollar; no PBGC premiums are included until 2027; PBGC premiums are assumed not to be subject to the 12% cap on expenses per PBGC guidance

c. Contribution Base Units

- Actual CBU levels for Plan Years 2022 through 2025 reflected
- CBUs assumed to decline by 1.0% in 2026 and all Plan Years thereafter

d. Contributions and Contribution Rates

Future contributions are determined using:

- Projected active participant counts; and
- Average weeks worked assumptions; and
- Average weekly contribution rates.

Actual contribution experience through 2025 was not reflected on a dollar-for-dollar basis. Because one employer's non-benefit-bearing contribution rate was reduced after the 2021 Plan Year, projected contributions were adjusted to reflect an average weekly contribution rate of $54.05, based on contribution rates in effect prior to July 9, 2021. Actual CBU experience through 2025 was reflected, but contribution income was normalized using the pre-July 9, 2021 contribution structure. Beginning in 2026, contributions are projected using the Contribution Base Unit assumptions described above together with the assumed average weekly contribution rate of $54.05 and assumed average weeks worked assumption of 42.38.

e. Future Withdrawal Liability Payments

- Withdrawal liability payments owed by the one withdrawn employer currently making payments to the Plan are assumed to be made timely and in full
- Two employers are projected to withdraw from the Plan on December 31, 2026; one of these employers (a group under common control consisting of a health & welfare plan and 401(k) plan) is projected to make 20 years of withdrawal liability payments; please see Section D statement for more information

f. New Entrants

The new entrant profile was developed using actual Plan experience for calendar years 2016 through 2020.

New entrants were grouped by age and gender and analyzed to develop expected future demographic patterns.

g. Mortality

- Pri-2012 amount-weighted Blue-Collar Employee table for all non-annuitants
- Pri-2012 amount-weighted Disabled Retiree table for all disabled annuitants
- Pri-2012 amount-weighted Blue Collar Nondisabled Annuitant table for all other in-pay participants
- Mortality improvement projected using SOA Scale MP-2021

h. Turnover

Sarason T-10 termination table for all causes of termination other than disability, death, or retirement

i. Disability

Sample rates are listed in the following table:

Age	Rate
25	0.0003
30	0.0004
35	0.0005
40	0.0007
45	0.0010
50	0.0018
55	0.0036
60	0.0090
64	0.0222

j. Retirement

Age	Active Participants	Terminated Vested Participants
<62	0%	0%
62	20%	30%
63	10%	25%
64	15%	35%
65	60%	25%
66	40%	10%
67	20%	5%
68	100%	5%
69	100%	10%
>69	100%	100%

k. Form of Payment

Future retirees are assumed to elect forms of payment as follows:

- Single Life Annuity: 40%
- 50% Joint and Survivor Annuity: 50%
- Five-Year Certain and Continuous Annuity: 10%

l. Marriage

80% of non-retired participants are assumed to be married. Husbands are assumed to be three years older than their wives.

m. Late Retirement

- Accrued benefits for Terminated Vested participants are actuarially increased from Normal Retirement Date through the earlier of age at valuation date or their Required Beginning Date under the Plan's terms (April 1st of the calendar year following the calendar year in which the participant turned 70.5)
- For those Terminated Vested participants beyond their Required Beginning Date as of the valuation date, a single lump sum payment is made for missed monthly payments owed from the participant's Required Beginning Date through the valuation date, accumulated with interest at the Plan's actuarial equivalence interest rate (7.0%)

n. Plan Provisions and Data

The projection and benefit payments reflect the provisions of the Plan as detailed in the 1/1/2025 Restated Plan Document included with this application. Benefit payment data has been updated to reflect the Plan's VCP application, which is currently under review by the IRS.

o. Death Audit

The participant census reflects the most recent PBGC Independent Death Audit as well as additional deaths identified through the Plan's own search procedures. All death information identified through these processes has been incorporated into the SFA projections.

p. Census Data

Census date: January 1, 2021.
Source: Plan Administrator
Active Participants: 221
Terminated Vested Participants: 1,512
Retirees and Beneficiaries: 1,240

q. Reciprocity

There are no assumptions related to reciprocity.

r. Missing and Incomplete Data

The Plan's census data was reviewed, cleaned, and reorganized prior to preparation of this Third Revised Application, including consolidation of duplicate records where appropriate. The Actuary is not aware of any material missing or incomplete participant data that would affect the SFA calculation.

s. Cash Flow Timing

- Benefit payments made at the beginning of each month
- Employer contributions received by the 10^{th} of the month after work is performed
- PBGC premiums paid two and a half months before the end of the Plan Year
- Administrative expenses paid mid-year
- Withdrawal liability payments received mid-year

ASOP No. 4 Statement

In my professional opinion, the combined effect of the non-prescribed assumptions used to measure the pension obligations for purposes of determining Special Financial Assistance does not have a significant bias and is not significantly optimistic or pessimistic.

<u>Checklist #39, Section E., Item (10)</u>

<u>Perjury Statement</u>

I am the Independent Fiduciary and the sole trustee of America's Family Defined Benefit Retirement Plan and, under penalty of perjury, and under the laws of the United States of America, I declare that I have examined this application, including accompanying documents, and, to the best of my knowledge and belief, the application contains all the relevant facts relating to the application, all statements of fact contained in the application are true, correct, and not misleading because of omission of any material fact; and all accompanying documents are what they purport to be.

By: B. E.

Benjamin M. Eisner
Independent Trustee, America's Family Defined Benefit Retirement Plan

Date: July 23, 2026

Section E, Item 6 - Fair Market Value Certification

The Trustee is submitting an application to the Pension Benefit Guaranty Corporation (PBGC) for Special Financial Assistance (SFA) under ERISA §4262 and the PBGC's Final Rule Part 4262. As required by 29 C.F.R. §4262.8(a)(4)(ii), this is to certify that the fair market value of assets as of the SFA measurement date, December 31, 2021, and as used in the application, is accurate. The fair market value of assets as of the SFA measurement date is $2,500,000.

Here the SFA measurement date coincides with the end of the 2021 Plan Year. Accordingly, this Certification relies on the Plan's audited financial statements as of December 31, 2021 for this value. The audited Plan financial statement as of December 31, 2021 has been provided with this submission.

Benjamin Eisner, Trustee

Date: July 21, 2026

Application Checklist

v20240717p

Instructions for Section E, Item 1 of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance (SFA):

The Application to PBGC for Approval of Special Financial Assistance Checklist ("Application Checklist" or "Checklist") identifies all information required to be filed with an initial or revised application. For a supplemented application, instead use "Application Checklist - Supplemented." The Application Checklist is not required for a lock-in application.

For a plan required to submit additional information described in Addendum A of the SFA Filing Instructions, also complete Checklist Items #40.a. to #49.b., and if there is a merger as described in Addendum A, also complete Checklist Items #50 through #63.

Applications (including this Application Checklist), with the exception of lock-in applications, must be submitted to PBGC electronically through PBGC's e-Filing Portal, (https://efilingportal.pbgc.gov/site/). After logging into the e-Filing Portal, go to the Multiemployer Events section and click "Create New ME Filing." Under "Select a filing type," select "Application for Financial Assistance – Special." Note: revised and supplemented applications must be submitted by selecting "Create New ME Filing."

Note: If you go to the e-Filing Portal and do not see "Application for Financial Assistance – Special" under the "Select a Filing Type," then the e-Filing Portal is temporarily closed and PBGC is not accepting applications (other than lock-in applications) at the time, unless the plan is eligible to make an emergency filing under § 4262.10(f). PBGC's website, *www.pbgc.gov* , will be updated when the e-Filing Portal reopens for applications. PBGC maintains information on its website at *www.pbgc.gov* to inform prospective applicants about the current status of the e-Filing portal, as well as to provide advance notice of when PBGC expects to open or temporarily close the e-Filing Portal.

General instructions for completing the Application Checklist:

Complete all items that are shaded:

If required information was already filed: (1) through PBGC's e-Filing Portal; or (2) through any means for an insolvent plan, a plan that has received a partition, or a plan that submitted an emergency filing, the filer may either upload the information with the application or include a statement in the Plan Comments section of the Application Checklist indicating the date on which and the submission with which the information was previously filed. For any such items previously provided, enter N/A as the **Plan Response**.

For a revised application, the filer may, but is not required to, submit an entire application. For all Application Checklist Items that were previously filed that are not being changed, the filer may include a statement in the Plan Comments section of the Application Checklist to indicate that the other information was previously provided as part of the initial application. For each, enter N/A as the **Plan Response**.

Instructions for specific columns:

Plan Response: Provide a response to each item on the Application Checklist, using only the **Response Options** shown for each Checklist Item.

Name(s) of Files Uploaded: Identify the full name of the file or files uploaded that are responsive to the Checklist Item. The column **Upload as Document Type** provides guidance on the "document type" to select when submitting documents on PBGC's e-Filing Portal.

Page Number Reference(s): For Checklist Items #22 to #29c, submit all information in a single document and identify here the relevant page numbers for each such Checklist Item.

Plan Comments: Use this column to provide explanations for any **Plan Response** that is N/A, to respond as may be specifically identified for Checklist Items, and to provide any optional explanatory comments.

Additional guidance is provided in the following columns:

Upload as Document Type: When uploading documents in PBGC's e-Filing Portal, select the appropriate Document Type for each document that is uploaded. This column provides guidance on the Document Type to select for each Checklist Item. You may upload more than one document using the same Document Type, and there may be Document Types on the e-Filing Portal for which you have no documents to upload.

Required Filenaming (if applicable): For certain Checklist Items, a specified format for naming the file is required.

SFA Instructions Reference: Identifies the applicable section and item number in PBGC's Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance.

You must select N/A if a Checklist Item # is not applicable to your application. Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #39 on the Application Checklist. If there has been an event as described in § 4262.4(f), complete Checklist Items #40.a. through #49.b., and if there has been a merger described in Addendum A, also complete Checklist Items #50 through #63. Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #40.a. through #49.b. if you are required to complete Checklist Items # 40.a. through #49.b. Your application will also be considered incomplete if No is entered as a Plan Response for any of Checklist Items #50 through #63 if you are required to complete Checklist Items #50 through #63.

If a Checklist Item # asks multiple questions or requests multiple items, the Plan Response should only be Yes if the plan is providing all information requested for that Checklist Item.

Note, a Yes or No response is also required for Checklist Items #a through #f.

Note, in the case of a plan applying for priority consideration, the plan's application must also be submitted to the Treasury Department. If that requirement applies to an application, PBGC will transmit the application to the Treasury Department on behalf of the plan. See IRS Notice [NOTICE] for further information.

All information and documentation, unless covered by the Privacy Act, that is included in an SFA application may be posted on PBGC's website at *www.pbgc.gov* or otherwise publicly disclosed, without additional notification. Except to the extent required by the Privacy Act, PBGC provides no assurance of confidentiality in any information included in an SFA application.

Version Updates (newest version at top)

Version	Date updated

v20240717p	07/17/2024	Update checklist items 11.c, 34.a, and 35 for death audit requirements and to align with instructions
v07272023p	07/27/2023	Updated checklist to include new Template 10 requirement and reflect changes to eligibility and death audit instructions
v20221129p	11/29/2022	Updated checklist item 11. for new death audit requirements
v20220802p	08/02/2022	Fixed some of the shading in the checklist
v20220706p	07/06/2022	

Application to PBGC for Approval of Special Financial Assistance (SFA) v20240717p
APPLICATION CHECKLIST

Plan name:	America's Family Defined Benefit Retirement Plan
EIN:	16-6103576
PN:	001
SFA Amount Requested:	$186,654,934

Do NOT use this Application Checklist for a supplemented application. Instead use Application Checklist - Supplemented.

Unless otherwise specified:
YYYY = plan year
Plan Name = abbreviated plan name

--------------------------Filers provide responses here for each Checklist Item:---

Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #39. In addition, if required to provide information due to a "certain event" (see Addendum A of the SFA Filing Instructions), your application will be considered incomplete if No is entered as a Plan Response for any Checklist Items #40.a. through #49.b. If there is a merger event described in Addendum A, your application will also be considered incomplete if No is entered as a Plan Response for any Checklist Items #50 through #63.

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #	SFA Filing Instructions Reference		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	In the e-Filing Portal, upload as Document Type	Use this Filenaming Convention
30.a.	Section E, Item (1)	Does the application include a fully completed Application Checklist, including the required information at the top of the Application Checklist (plan name, employer identification number (EIN), 3-digit plan number (PN), and SFA amount requested)?	Yes No	Yes	App Checklist AmerFam (3rd Revised).xlsx	N/A		Special Financial Assistance Checklist	*App Checklist Plan Name*
30.b.	Section E, Item (1) - Addendum A	If the plan is required to provide information required by Addendum A of the SFA Filing Instructions (for "certain events"), are the additional Checklist Items #40.a. through #49.b. completed? Enter N/A if the plan is not required to submit the additional information described in Addendum A.	Yes No N/A	N/A	N/A	N/A		Special Financial Assistance Checklist	N/A
31.	Section E, Item (2)	If the plan claims SFA eligibility under § 4262.3(a)(1) of PBGC's SFA regulation based on a certification by the plan's enrolled actuary of plan status for SFA eligibility purposes completed on or after January 1, 2021, does the application include: (i) plan actuary's certification of plan status for SFA eligibility purposes for the specified year (and, if applicable, for each plan year after the plan year for which the pre-2021 zone certification was prepared and for the plan year immediately prior to the specified year)? (ii) for each certification in (i) above, does the application include all details and additional information described in Section B, Item (5) of the SFA Filing Instructions, including clear documentation of all assumptions, methods and census data used? (iii) for each certification in (i) above, does the application identify all assumptions and methods that are different from those used in the pre-2021 zone certification? Does the certification by the plan's enrolled actuary include clear indication of all assumptions and methods used including source of and date of participant data, measurement date, and a statement that the actuary is qualified to render the actuarial opinion? If the plan does not claim SFA eligibility under § 4262.3(a)(1) or claims SFA eligibility under § 4262.3(a)(1) using a zone certification completed before January 1, 2021, enter N/A. Is the information for this Checklist Item #31 contained in a single document and uploaded using the required filenaming convention?	Yes No N/A	N/A	N/A	N/A	The Plan is eligible because it was certified to be in critical and declining status prior to January 1, 2021.	Financial Assistance Application	*SFA Elig Cert CD Plan Name*

Application to PBGC for Approval of Special Financial Assistance (SFA) v20240717p
APPLICATION CHECKLIST

Plan name: America's Family Defined Benefit Retirement Plan
EIN: 16-6103576
PN: 001
SFA Amount Requested: $186,654,934

Do NOT use this Application Checklist for a supplemented application. Instead use Application Checklist - Supplemented.

--------------------------Filers provide responses here for each Checklist Item:--

Unless otherwise specified:
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Plan Name = abbreviated plan name

Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #39. In addition, if required to provide information due to a "certain event" (see Addendum A of the SFA Filing Instructions), your application will be considered incomplete if No is entered as a Plan Response for any Checklist Items #40.a. through #49.b. If there is a merger event described in Addendum A, your application will also be considered incomplete if No is entered as a Plan Response for any Checklist Items #50 through #63.

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #	SFA Filing Instructions Reference		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	In the e-Filing Portal, upload as Document Type	Use this Filenaming Convention
32.a.	Section E, Item (3)	If the plan claims SFA eligibility under § 4262.3(a)(3) of PBGC's SFA regulation based on a certification by the plan's enrolled actuary of plan status for SFA eligibility purposes completed on or after January 1, 2021, does the application include: (i) plan actuary's certification of plan status for SFA eligibility purposes for the specified year (and, if applicable, for each plan year after the plan year for which the pre-2021 zone certification was prepared and for the plan year immediately prior to the specified year)? (ii) for each certification in (i) above, does the application include all details and additional information described in Section B, Item (5) of the SFA Filing Instructions, including clear documentation of all assumptions, methods and census data used? (iii) for each certification in (i) above, does the application identify all assumptions and methods that are different from those used in the pre-2021 zone certification? Does the certification by the plan's enrolled actuary include clear indication of all assumptions and methods used including source of and date of participant data, measurement date, and a statement that the actuary is qualified to render the actuarial opinion? If the plan does not claim SFA eligibility under § 4262.3(a)(3) or claims SFA eligibility under § 4262.3(a)(3) using a zone certification completed before January 1, 2021, enter N/A. Is the information for Checklist Items #32.a. and #32.b. contained in a single document and uploaded using the required filenaming convention?		N/A	N/A	N/A	The Plan is eligible because it was certified to be in critical and declining status prior to January 1, 2021.	Financial Assistance Application	*SFA Elig Cert C Plan Name*
32.b.	Section E, Item (3)	If the plan claims SFA eligibility under § 4262.3(a)(3) of PBGC's SFA regulation, does the application include a certification from the plan's enrolled actuary that the plan qualifies for SFA based on the applicable certification of plan status for SFA eligibility purposes for the specified year, and by meeting the other requirements of § 4262.3(c) of PBGC's SFA regulation. Does the provided certification include: (i) identification of the specified year for each component of eligibility (certification of plan status for SFA eligibility purposes, modified funding percentage, and participant ratio) (ii) derivation of the modified funded percentage (iii) derivation of the participant ratio Does the certification identify what test(s) under section 305(b)(2) of ERISA is met for the specified year listed above? Does the certification identify all assumptions and methods (including supporting rationale, and where applicable, reliance on the plan sponsor) used to develop the withdrawal liability receivable that is utilized in the calculation of the modified funded percentage? Enter N/A if the plan does not claim SFA eligibility under §4262.3(a)(3). Is the information for Checklist Items #32.a. and #32.b. contained in a single document and uploaded using the required filenaming convention?	Yes No N/A	N/A	N/A - included with SFA Elig Cert C Plan Name	N/A	The Plan is eligible because it was certified to be in critical and declining status prior to January 1, 2021.	Financial Assistance Application	N/A - included in SFA Elig Cert C Plan Name

Application to PBGC for Approval of Special Financial Assistance (SFA)
APPLICATION CHECKLIST

v20240717p

Plan name:	America's Family Defined Benefit Retirement Plan
EIN:	16-6103576
PN:	001
SFA Amount Requested:	$186,654,934

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Unless otherwise specified:
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Plan Name = abbreviated plan name

Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #39. In addition, if required to provide information due to a "certain event" (see Addendum A of the SFA Filing Instructions), your application will be considered incomplete if No is entered as a Plan Response for any Checklist Items #40.a. through #49.b. If there is a merger event described in Addendum A, your application will also be considered incomplete if No is entered as a Plan Response for any Checklist Items #50 through #63.

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #	SFA Filing Instructions Reference		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	In the e-Filing Portal, upload as Document Type	Use this Filenaming Convention
33.	Section E, Item (4)	If the plan's application is submitted on or prior to March 11, 2023, does the application include a certification from the plan's enrolled actuary that the plan is eligible for priority status, with specific identification of the applicable priority group? This item is not required (enter N/A) if the plan is insolvent, has implemented a MPRA suspension as of 3/11/2021, is in critical and declining status and had 350,000+ participants, or is listed on PBGC's website at *www.pbgc.gov* as being in priority group 6. See § 4262.10(d). Does the certification by the plan's enrolled actuary include clear indication of all assumptions and methods used including source of and date of participant data, measurement date, and a statement that the actuary is qualified to render the actuarial opinion? Is the filename uploaded using the required filenaming convention?	Yes No N/A	N/A	N/A	N/A		Financial Assistance Application	*PG Cert Plan Name*
34.a.	Section E, Item (5)	Does the application include the certification by the plan's enrolled actuary that the requested amount of SFA is the amount to which the plan is entitled under section 4262(j)(1) of ERISA and § 4262.4 of PBGC's SFA regulation? Does this certification include: (i) plan actuary's certification that identifies the requested amount of SFA and certifies that this is the amount to which the plan is entitled? (ii) clear indication of all assumptions and methods used including source of and date of participant data, measurement date, and a statement that the actuary is qualified to render the actuarial opinion? (iii) the count of participants (provided separately, after reflection of the death audit results in Section B(9), for current retirees and beneficiaries, current terminated vested participants not yet in pay status, and current active participants) as of the participant census date? Is the information in Checklist #34.a. combined with #34.b. (if applicable) as a single document, and uploaded using the required filenaming convention?	Yes No	Yes	SFA Amount Cert AmerFam (3rd Revised).pdf	N/A		Financial Assistance Application	*SFA Amount Cert Plan Name*

Application to PBGC for Approval of Special Financial Assistance (SFA)
APPLICATION CHECKLIST

v20240717p

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Unless otherwise specified:
YYYY = plan year
Plan Name = abbreviated plan name

--------------------------Filers provide responses here for each Checklist Item:---

Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #39. In addition, if required to provide information due to a "certain event" (see Addendum A of the SFA Filing Instructions), your application will be considered incomplete if No is entered as a Plan Response for any Checklist Items #40.a. through #49.b. If there is a merger event described in Addendum A, your application will also be considered incomplete if No is entered as a Plan Response for any Checklist Items #50 through #63.

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #	SFA Filing Instructions Reference		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	In the e-Filing Portal, upload as Document Type	Use this Filenaming Convention
35.	Section E, Item (6)	Does the application include the plan sponsor's identification of the amount of fair market value of assets at the SFA measurement date and certification that this amount is accurate? Does the application also include: (i) information that substantiates the asset value and how it was developed (e.g., trust or account statements, specific details of any adjustments)? (ii) a reconciliation of the fair market value of assets from the date of the most recent audited plan financial statements to the SFA measurement date (showing beginning and ending fair market value of assets for this period as well as the following items for the period: contributions, withdrawal liability payments, benefits paid, administrative expenses, and investment income)? (iii) if the SFA measurement date is the end of a plan year for which the audited plan financial statements have been issued, does the application include a reconciliation schedule showing adjustments, if any, made to the audited fair market value of assets used to determine the SFA amount? With the exception of account statements and financial statements already provided as Checklist Items #8 and #9, is all information contained in a single document that is uploaded using the required filenaming convention?	Yes No	Yes	FMV Cert AmerFam (3rd Revised).pdf	N/A		Financial Assistance Application	*FMV Cert Plan Name*
36.	Section E, Item (7)	Does the application include a copy of the executed plan amendment required by § 4262.6(e)(1) of PBGC's SFA regulation which (i) is signed by authorized trustee(s) of the plan and (ii) includes the plan compliance language in Section E, Item (7) of the SFA Filing Instructions?	Yes No	Yes	Document_AmerFam (3rd Revised).pdf	N/A	Page 35, Section 10.6	Pension plan documents, all versions available, and all amendments signed and dated	*Compliance Amend Plan Name*
37.	Section E, Item (8)	In the case of a plan that suspended benefits under section 305(e)(9) or section 4245 of ERISA, does the application include: (i) a copy of the proposed plan amendment(s) required by § 4262.6(e)(2) to reinstate suspended benefits and pay make-up payments? (ii) a certification by the plan sponsor that the proposed plan amendment(s) will be timely adopted? Is the certification signed by either all members of the plan's board of trustees or by one or more trustees duly authorized to sign the certification on behalf of the entire board (including, if applicable, documentation that substantiates the authorization of the signing trustees)? Enter N/A if the plan has not suspended benefits. Is all information included in a single document that is uploaded using the required filenaming convention?	Yes No N/A	Yes	Document_AmerFam (3rd Revised).pdf	N/A	Page 35, Section 10.6	Pension plan documents, all versions available, and all amendments signed and dated	*Reinstatement Amend Plan Name*
38.	Section E, Item (9)	In the case of a plan that was partitioned under section 4233 of ERISA, does the application include a copy of the executed plan amendment required by § 4262.9(c)(2)? Enter N/A if the plan was not partitioned. Is the document uploaded using the required filenaming convention?	Yes No N/A	N/A	N/A	N/A		Pension plan documents, all versions available, and all amendments signed and dated	*Partition Amend Plan Name*

Application to PBGC for Approval of Special Financial Assistance (SFA)
APPLICATION CHECKLIST

v20240717p

Plan name:	America's Family Defined Benefit Retirement Plan
EIN:	16-6103576
PN:	001
SFA Amount Requested:	$186,654,934

Do NOT use this Application Checklist for a supplemented application. Instead use Application Checklist - Supplemented.

Unless otherwise specified:
YYYY = plan year
Plan Name = abbreviated plan name

Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #39. In addition, if required to provide information due to a "certain event" (see Addendum A of the SFA Filing Instructions), your application will be considered incomplete if No is entered as a Plan Response for any Checklist Items #40.a. through #49.b. If there is a merger event described in Addendum A, your application will also be considered incomplete if No is entered as a Plan Response for any Checklist Items #50 through #63.

--------------------------Filers provide responses here for each Checklist Item:---

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #	SFA Filing Instructions Reference		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	In the e-Filing Portal, upload as Document Type	Use this Filenaming Convention
39.	Section E, Item (10)	Does the application include one or more copies of the penalties of perjury statement (see Section E, Item (10) of the SFA Filing Instructions) that (a) are signed by an authorized trustee who is a current member of the board of trustees, and (b) includes the trustee's printed name and title. Is all such information included in a single document and uploaded using the required filenaming convention?	Yes No	Yes	Penalty AmerFam (3rd Revised).pdf	N/A		Financial Assistance Application	*Penalty Plan Name*
46.a.	Addendum A for Certain Events Section E, Items (2) and (3)	Does the application include an additional certification from the plan's enrolled actuary with respect to the plan's SFA eligibility but with eligibility determined as if any events had not occurred? This should be in the format of Checklist Item #31 if the SFA eligibility is based on the plan status of critical and declining using a zone certification completed on or after January 1, 2021. This should be in the format of Checklist Items #32.a. and #32.b. if the SFA eligibility is based on the plan status of critical using a zone certification completed on or after January 1, 2021. If the above SFA eligibility is not based on § 4262.3(a)(1) or § 4262.3(a)(3) or is based on a zone certification completed prior to January 1, 2021, enter N/A. Is all relevant information contained in a single document and uploaded using the required filenaming convention?	Yes No N/A			N/A		Financial Assistance Application	*SFA Elig Cert Plan Name CE*
46.b.	Addendum A for Certain Events Section E, Items (2) and (3)	For any merger, does the application include additional certifications of the SFA eligibility for this plan and for each plan merged into this plan (each of these determined as if they were still separate plans)? If the above SFA eligibility is not based on § 4262.3(a)(1) or § 4262.3(a)(3) or is based on a zone certification completed prior to January 1, 2021, enter N/A. Enter N/A if the event described in Checklist Item #42.a. was not a merger.	Yes No N/A			N/A		Financial Assistance Application	*SFA Elig Cert Plan Name Merged CE* "Plan Name Merged" is an abbreviated version of the plan name for the separate plan involved in the merger.
47.a.	Addendum A for Certain Events Section E, Item (5)	Does the application include an additional certification from the plan's enrolled actuary with respect to the plan's SFA amount (in the format of Checklist Item #34.a.), but with the SFA amount determined as if any events had not occurred?	Yes No			N/A		Financial Assistance Application	SFA Amount Cert Plan Name CE

Application to PBGC for Approval of Special Financial Assistance (SFA)
APPLICATION CHECKLIST

v20240717p

Plan name: America's Family Defined Benefit Retirement Plan
EIN: 16-6103576
PN: 001
SFA Amount Requested: $186,654,934

Do NOT use this Application Checklist for a supplemented application. Instead use Application Checklist - Supplemented.

Unless otherwise specified:
YYYY = plan year
Plan Name = abbreviated plan name

--------------------------Filers provide responses here for each Checklist Item:---

Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #39. In addition, if required to provide information due to a "certain event" (see Addendum A of the SFA Filing Instructions), your application will be considered incomplete if No is entered as a Plan Response for any Checklist Items #40.a. through #49.b. If there is a merger event described in Addendum A, your application will also be considered incomplete if No is entered as a Plan Response for any Checklist Items #50 through #63.

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #	SFA Filing Instructions Reference		Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	In the e-Filing Portal, upload as Document Type	Use this Filenaming Convention
47.b.	Addendum A for Certain Events Section E, Item (5)	If the plan is a MPRA plan, does the certification in Checklist Item #46.a. identify the amount of SFA determined under the basic method described in § 4262.4(a)(1) and the amount determined under the increasing assets method in § 4262.4(a)(2)(i)? If the amount of SFA determined under the "present value method" described in § 4262.4(a)(2)(ii) is not the greatest amount of SFA under § 4262.4(a)(2), does the certification state as such? If the amount of SFA determined under the "present value method" described in § 4262.4(a)(2)(ii) is the greatest amount of SFA under § 4262.4(a)(2), does the certification identify that amount? Enter N/A if the plan is not a MPRA plan.	Yes No N/A		N/A - included in SFA Amount Cert Plan Name CE	N/A		N/A - included in SFA Amount Cert Plan Name	N/A - included in SFA Amount Cert Plan Name CE
47.c.	Addendum A for Certain Events Section E, Item (5)	Does the certification in Checklist Items #47.a. and #47.b. (if applicable) clearly identify all assumptions and methods used, sources of participant data and census data, and other relevant information?	Yes No		N/A - included in SFA Amount Cert Plan Name CE	N/A		N/A - included in SFA Amount Cert Plan Name	N/A - included in SFA Amount Cert Plan Name CE
48.a.	Addendum A for Certain Events Section E, Item (5)	For any merger, does the application include additional certifications of the SFA amount determined for this plan and for each plan merged into this plan (each of these determined as if they were still separate plans) ? Enter N/A if the event described in Checklist Item #42.a. was not a merger.	Yes No N/A			N/A		Financial Assistance Application	*SFA Amount Cert Plan Name Merged CE* "Plan Name Merged" is an abbreviated version of the plan name for the separate plan involved in the merger.
48.b.	Addendum A for Certain Events Section E, Item (5)	For any merger, do the certifications clearly identify all assumptions and methods used, sources of participant data and census data, and other relevant information? Enter N/A if the event described in Checklist Item #42.a. was not a merger.	Yes No N/A		N/A - included in SFA Amount Cert Plan Name CE	N/A		N/A - included in SFA Amount Cert Plan Name CE	N/A - included in SFA Amount Cert Plan Name CE
49.a.	Addendum A for Certain Events Section E	If the event is a contribution rate reduction and the amount of requested SFA is not limited to the amount of SFA determined as if the event had not occurred, does the application include a certification from the plan's enrolled actuary (or, if appropriate, from the plan sponsor) with respect to the demonstration to support a finding that the event lessens the risk of loss to plan participants and beneficiaries? Enter N/A if the event is not a contribution rate reduction, or if the event is a contribution rate reduction but the requested SFA is limited to the amount of SFA determined as if the event had not occurred.	Yes No N/A			N/A		Financial Assistance Application	*Cont Rate Cert Plan Name CE*
49.b.	Addendum A for Certain Events Section E	Does the demonstration in Checklist Item #48.a. also identify all assumptions used, supporting rationale for the assumptions and other relevant information? Enter N/A if the event is not a contribution rate reduction, or if the event is a contribution rate reduction but the requested SFA is limited to the amount of SFA determined as if the event had not occurred.	Yes No N/A		N/A - included in Cont Rate Cert Plan Name CE	N/A		N/A - included in Cont Rate Cert Plan Name CE	N/A - included in Cont Rate Cert Plan Name CE

Application to PBGC for Approval of Special Financial Assistance (SFA)
APPLICATION CHECKLIST

v20240717p

Plan name:	America's Family Defined Benefit Retirement Plan
EIN:	16-6103576
PN:	001
SFA Amount Requested:	$186,654,934

Do NOT use this Application Checklist for a supplemented application. Instead use Application Checklist - Supplemented.

Unless otherwise specified:
YYYY = plan year
Plan Name = abbreviated plan name

---------------------------Filers provide responses here for each Checklist Item:--

Your application will be considered incomplete if No is entered as a Plan Response for any of Checklist Items #1 through #39. In addition, if required to provide information due to a "certain event" (see Addendum A of the SFA Filing Instructions), your application will be considered incomplete if No is entered as a Plan Response for any Checklist Items #40.a. through #49.b. If there is a merger event described in Addendum A, your application will also be considered incomplete if No is entered as a Plan Response for any Checklist Items #50 through #63.

Explain all N/A responses. Provide comments where noted. Also add any other optional explanatory comments.

Checklist Item #	SFA Filing Instructions Reference	Response Options	Plan Response	Name of File(s) Uploaded	Page Number Reference(s)	Plan Comments	In the e-Filing Portal, upload as Document Type	Use this Filenaming Convention

Section B, Item 9 – Death Audit Documentation

In advance of the application submission, we provided the PBGC with the full census data used to produce the January 1, 2021 valuation. The PBGC's death audit uncovered 460 potential deaths. In summary:

- 322 of the 460 deaths occurred after the January 1, 2021 census date and were left on our census data,
- Of the remaining 138 potential deaths, 92 were confirmed deaths with no known beneficiary and were removed from our census data, and
- Of the final 46, 27 were confirmed deaths but have a known beneficiary, and 19 were confirmed deaths with an unknown marital status and had a beneficiary added to the data based on the valuation marital status assumption.

The America's Family Defined Benefit Retirement Plan ("Plan") also utilizes the services of the Berwyn Group death audit platform. Internal death audits were performed by the Plan on February 20, 2026 and June 9, 2026.

The February report flagged 232 participants as possible death matches:

- 201 of which occurred after the census date and required no action, and
- the remaining 31 deaths were already identified in the PBGC death audit and were being properly accounted for, as described above.

The June report found one additional death match from prior to the January 1, 2021 census date that was not identified in the PBGC death audit:

- It was confirmed with the Plan that there was no beneficiary, and thus this record was removed from the census data.

All known deaths identified as occurring prior to January 1, 2021 have been reflected in the January 1, 2021 valuation census data used to determine the SFA amount.

The following chart reconciles the updated participant counts used for the SFA application after reflecting all death audit results:

	Actives	TVs	Retirees	Total
1/1/21 actuarial valuation counts - prior actuary:	221	1,655	1,278	3,154
Remove Duplicates	0	-56	-32	-88
PBGC Death Audit Results				
Deaths removed	0	-132	-6	-138
New beneficiaries	0	46	0	46
Berwyn Death Audit Results	0	-1	0	-1
Total Increase (Decrease)	0	-143	-38	-181
Final 1/1/21 counts used in SFA Application:	**221**	**1,512**	**1,240**	**2,973**

To the best of my knowledge, the information supplied is complete and accurate, and all calculations were performed in compliance with the Code of Professional Conduct, the applicable Actuarial Standards of Practice set by the Actuarial Standards Board, and all applicable laws and regulations. As an Enrolled Actuary and a member of the American Academy of Actuaries, I meet the Qualification Standards to render the actuarial opinion herein.

Joseph F. Hicks, Jr.

07/23/2026

Joseph F. Hicks, Jr., FCA, MAAA, EA
Enrolled Actuary No.: 26-06117

Date

Keystone 74 Benefits and Administration, LLC
3031 Walton Road, Building B
Plymouth Meeting, PA 19462
(267) 606-1280

RESTATEMENT
OF THE
AMERICA'S FAMILY DEFINED BENEFIT
RETIREMENT PLAN

Effective January 1, 2025

Table of Contents

Page

RESTATEMENT OF THE AMERICA'S FAMILY DEFINED BENEFIT RETIREMENT PLAN

The America's Family Defined Benefit Retirement Plan ("Plan"), previously known as the Local 55 U.A.W. Area Wide Retirement Income Plan, was adopted as of December 3, 1968 by the then Board of Trustees ("Trustees"), under an Agreement and Declaration of Trust entered into by and between Local 55 U.A.W. and certain contributing Employers establishing the Local 55 U.A.W. Area Wide Retirement Income Fund as amended and restated as of July 30, 1985 (now, the America's Family Defined Benefit Retirement Fund, hereinafter referred to as the "Fund"), for the benefit of the Employees of contributing Employers who are obligated to make contributions to the Fund on behalf of such Employees, and as most recently amended and restated by the Trustees on August 30, 2012, is hereby again amended and restated.

Whereas, on June 13, 2025 the current Trustee was appointed to serve as the Plan's sole independent trustee, replacing the then serving Board of Trustees, and

Whereas, the Trustee now desires to amend and restate the Plan to reflect changes in the law since the Plan was last amended and restated and to incorporate certain provisions of other pension plans with which this Plan has been merged, specifically, the Eastman Machine Company Pension Plan for Bargaining Unit Employees ("Eastman Machine Plan"), and the frozen Clearing-Niagara, Inc. Union Pension Plan; LeRoy Industries, Inc. Pension Plans (Provisions Pertaining to U.A.W. Bargaining Unit Employees of LeRoy Machine Company, a division of LeRoy Industries, Inc.; Provisions Pertaining to Non-Union Employees; and Provisions Pertaining to U.A.W. Bargaining Unit Employees of York Merit Products, Inc.); and the Employees' Retirement Plan of Agway Widewaters Corporation. These merged plans are hereinafter referred to as the "Merged Plans". There are no active Participants in the Merged Plans other than active Participants working for Eastman Machine Company. The provisions of this Plan document apply to these Merged Plans except as otherwise provided in Appendix A.

Now, therefore, effective as of January 1, 2025, except as otherwise hereinafter specifically provided, the Trustee in accordance with the provisions of the Agreement and Declaration of Trust and this Plan pertaining to the amendment hereof hereby amends this Plan in its entirety, and restates it to provide as follows:

ARTICLE I
PURPOSE

This Plan is established for the exclusive benefit of the Employees who qualify under the terms and conditions hereof and their Beneficiaries, and is intended to meet the requirements of Section 401(a) of the Internal Revenue Code of 1986, as amended, and to conform to all applicable laws, regulations, and administrative authority currently in effect.

However, except as otherwise specifically provided herein, provisions of this Plan as hereinafter restated, shall apply only to Employees who are in the employ of an Employer on or after January 1, 2025, the effective date of this restatement of this Plan, and the rights and benefits, if any, of a former Employee most recently employed prior to that date be determined in accordance with the prior provisions of the Plan, as originally in effect on December 3, 1968, and amended to the date his employment terminated, except as provided in Appendix A.

ARTICLE II
DEFINITIONS

§2.1 Accrued Benefit

"Accrued Benefit" means the Past and Future Service Benefits payable under Section 5.1 of the Plan to a Participant or Beneficiary.

Notwithstanding the above, the Accrued Benefit under the Merged Plans is the benefit initially determined by the fiduciaries of such plans at the time of their merger with and into this Plan. See Appendix A for more information.

§2.2 Active Participant

"Active Participant" means a Participant who is employed in a classification of employment with his Employer for which contributions are required to be made to the Fund.

§2.3 Actuarial Equivalent

"Actuarial Equivalent" means a form of benefit differing in period or manner of payment from a specified form of benefit provided under the Plan, but having the same present value as of the date of payment or commencement of payment thereof when calculated using (i) an assumed interest rate of 7.0 percent compounded annually, (ii) the rates of the mortality table set forth in the 1951 Group Annuity Mortality Table (Male) for Participants, and (iii) the said rates of mortality, set back 5 years for all beneficiaries of Participants.

The required determination of actuarial equivalence of forms of benefit subject to Code Section 417(e) shall be made using the Applicable Mortality Table and Applicable Interest Rate as defined below:

(i) The "Applicable Mortality Table" as defined in this Section 2.3 means the Applicable Mortality Table within the meaning of Code Section 417(e)(3)(B).

(ii) The Applicable Interest Rate shall be the spot segment interest rates, as specified by the Internal Revenue Service for the look-back period, which is the second calendar month preceding the first day of the stability period before the first day of the Plan Year (stability period) in which the Annuity Starting Date occurs.

§2.4 Administrator

"Administrator" means the person or entity designated by the Trustee to administer the

Plan on behalf of the Trustee.

§2.5 Affiliated Employer

"Affiliated Employer" means any corporation which is a member of a controlled group of corporations (as defined in Code Section 414(b)) which includes the Employer; any trade or business (whether or not incorporated) which is under common control (as defined in Code Section 414(c)) with the Employer; any organization (whether or not incorporated) which is a member of an affiliated service group (as defined in Code Section 414(m)) which includes the Employer; and any other entity to be aggregated with the Employer pursuant to Treasury Regulations under Code Section 414(o).

§2.6 Annual Compensation

"Annual Compensation" means compensation as that term is defined in Section 2.20. Except as provided elsewhere in this Plan, compensation shall include only that Compensation which is actually paid to the Participant during the Plan Year.

If the Compensation for any prior Plan Year is taken into account in determining benefits for the current Plan Year, the Compensation for such prior Plan Year is subject to the applicable annual limit on Compensation in effect for that prior Plan Year.

The Annual Compensation taken into account in determining benefit accruals in any Plan Year beginning on or after January 1, 2025, shall not exceed $350,000. The $350,000 limit on Annual Compensation shall be adjusted for cost-of-living increases in accordance with Code Section 401(a)(17)(B). The cost-of-living adjustment in effect for a calendar year applies to Annual Compensation for the Plan Year that begins with or within such calendar year.

If the Plan determines Compensation for a period of time that contains fewer than 12 calendar months, then the annual limit on Compensation is an amount equal to the annual limit on Compensation for the calendar year in which the Compensation period begins multiplied by the ratio obtained by dividing the number of full months in the period by 12.

§2.7 Annuity Starting Date

"Annuity Starting Date" means the first day of the first period for which an amount is paid as annuity or any other form as determined in accordance with Section 9.1(A).

§2.8 Beneficiary

"Beneficiary" means any person who is entitled to receive any Accrued Benefit or portion thereof of a Participant under the Plan. A "Designated Beneficiary" is any individual designated or determined in accordance with Section 7.7, who is designated by the Participant (or by the Participant's surviving Spouse) as the Beneficiary of all or part of the Participant's interest under the Plan and who is the designated Beneficiary under Code Section 401(a)(9) and Treasury Regulation Section 1.401(a)(9)-4.

§2.9 Code

"Code" means the Internal Revenue Code of 1986, as amended from tune to time.

§2.10 Collective Bargaining Agreement

"Collective Bargaining Agreement" means any agreement or agreements in force and effect between a Union and any Employer, that requires the payment of periodic contributions by the Employer, on behalf of Employees, to the Fund.

§2.11 Covered Employment

"Covered Employment" means employment for which contributions are required to be made to the Fund, pursuant to the terms of a Collective Bargaining Agreement between the Employer and the Union or as reflected in an agreement between the Employer and the Trustee or the former Board of Trustees.

§2.12 Early Retirement Date

"Early Retirement Date" means the first day of any month that is prior to a Participant's attaining Normal Retirement Age, and that follows the date on which he has both (i) attained his 62nd birthday for early retirements on or after January 1, 2008, and (ii) completed 6 years of Vesting Service.

§2.13 Effective Date

"Effective Date" means the date as of which the Employer becomes obligated to make contributions to the Fund on behalf of its Employees, either pursuant to a Collective Bargaining Agreement between the Employer and the Union or as reflected in an agreement between the Employer and the Trustee(s).

§2.14 Eligible Employee

"Eligible Employee" means all persons covered by a Collective Bargaining Agreement between the Employer and the Union or other agreement between the Employer and the Trustee(s) providing for periodic contributions to the Fund. Employees of Affiliated Employers shall not be eligible to participate unless such Affiliated Employers have specifically adopted this Plan in writing.

§2.15 Employee

"Employee" means any person who is employed by an Employer or Affiliated Employer, or any other employer required to be aggregated with such Employer under Code Sections 414(b), (c), (m) or (o), but excludes any person who is an independent contractor. The term Employee shall not include a Leased Employee as defined in Code Section 414(n).

§2.16 Employer

"Employer" means an employer who has duly executed a Collective Bargaining Agreement providing for the payment of periodic contributions by the Employer to the Fund, or who has entered into an agreement with the Trustee(s) providing for such contributions by the Employer to the Fund. The term "Employer" also includes the Fund itself, its related Welfare and 401(k) Funds, and Amalgamated Locals 55 and 936, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW).

§2.17 ERISA

"ERISA" means the Employee Retirement Income Security Act of 1974, as amended from time to time.

§2.18 Fund

"Fund" means the America's Family Defined Benefit Retirement Fund, the trust fund in which the assets of this Plan are held.

§2.19 Future Service Benefit

"Future Service Benefit" means the benefit accrued with respect to a Participant's employment with his Employer after the Employer's Effective Date, as described in Section 5.2 below. For Annuity Starting Dates after December 31, 2012, the Future Service Benefit (New Future Service Benefit) is described in terms of a single life annuity; for Annuity Starting Dates before January 1, 2013, the Future Service Benefit (Old Future Service Benefit) is described as a cash lump-sum amount.

§2.20 Highly Compensated Employee

"Highly Compensated Employee" means an active employee or former employee who: (1) was a 5-percent owner (as defined in Code Section 416(i)(1)(B)) at any time during the determination year or the look-back year, or (2) for the look-back year had compensation from the Employer in excess of $160,000. The $160,000 amount is adjusted at the same time and in the same manner as under Code Section 415(d), except that the base period is the calendar quarter ending September 30.

For this purpose, the applicable year of the Plan for which a determination is being made is called a determination year and the preceding 12-month period is called a look-back year. The determination year shall be the Plan Year, and the look-back year shall be the 12-month period immediately preceding the determination year.

For purposes of this Section, "compensation" means compensation as defined in Treasury Regulation Section 1.415(c)-2(d)(4) and includes amounts deferred pursuant to Code Sections 125(a), 132(f)(4), 402(e)(3), 402(h)(1)(B), 403(b) or 457(b) that are not included in the gross income of the Employee for the taxable year in which such amounts are deferred.

A highly compensated former employee includes any employee who separated from service (or was deemed to have separated) prior to the determination year, performs no service for the Employer during the determination year, and was a highly compensated active employee for either the separation year or any determination year ending on or after the Employee's 55th birthday.

The determination of who is a Highly Compensated Employee, including the compensation that is considered, will be made in accordance with Code Section 414(q) and the Treasury Regulations thereunder.

§2.21 Hour of Service

"Hour of Service" means:

A. Hours Directly or Indirectly Paid. Each hour for which an employee is directly or indirectly paid, or entitled to payment, for the performance of duties for the Employer. These hours will be credited to the employee for the computation period in which the duties are performed;

B. Hours for which no Duties Are Performed. Each hour for which an employee is paid, or entitled to payment, by the Employer on account or a period of time during which no duties are performed (irrespective of whether the employment relationship has terminated) due to vacation, holiday, illness, incapacity (including disability), layoff, jury duty, military duty or Leave of Absence. However, notwithstanding the preceding sentence, no more than 501 Hours of Service will be credited under this Subsection B for any single continuous period (whether or not such period occurs in a single computation period), and hours under this Subsection B will be calculated and credited pursuant to Section 2530.200b-2 of the Department of Labor Regulations which is incorporated herein by this reference; and

C. Back Pay. Each hour for which back pay, irrespective of mitigation of changes, is either awarded or agreed to by the Employer. However, the same Hours of Service will not be credited both under Subsection A or Subsection B above, as the case may be, and also under this Subsection C. These hours will be credited to the employee for the computation period to which the award or agreement pertains rather than the computation period in which the award, agreement or payment is made.

Hours of Service will be credited for employment with an Affiliated Employer and for Related Employment.

§2.22 Normal Retirement Age

"Normal Retirement Age" means the later of (i) a Participant's 65th birthday, and (ii) the

5th anniversary of the date on which he became a Participant in this Plan. However, a Participant who has no vested Accrued Benefit must be an "Active Participant," as described in Section 2.2 above, at some time either on or after such 5th anniversary.

§2.23 Normal Retirement Benefit

"Normal Retirement Benefit" means the benefit described in Section 5.1 that is payable to the Participant at Normal Retirement Age, except as otherwise provided in Appendix A.

§2.24 Participant

"Participant" means any Employee who has become a Participant in the Plan as provided in Section 3.1 below, who has not subsequently ceased to be a Participant in accordance with Section 3.2 below.

§2.25 Past Service

"Past Service" means the years and fractions or years of an Employee's employment with his Employer prior to the Employer's Effective Date, as determined under Section 4.2 and credited to the Participant under Section 4.3 below.

§2.26 Past Service Benefit

"Past Service Benefit" means the benefit awarded to a Participant with respect to credited Past Service, as described in Section 5.3 below. For Annuity Starting Dates after December 31, 2012, the Past Service Benefit (New Past Service Benefit) is described in terms of a single life annuity; for Annuity Starting Dates before January 1, 2013, the Past Service Benefit (Old Past Service Benefit) is described as a single lump-sum amount.

§2.27 Plan

"Plan" means the America's Family Defined Benefit Retirement Plan as herein stated, and as amended from time to time.

§2.28 Plan Year

"Plan Year" means the Plan's accounting year, which is the calendar year, beginning on each January 1 and ending on the following December 31.

§2.29 Qualified Joint and Survivor Annuity

"Qualified Joint and Survivor Annuity" means an annuity as described in Section 9.1 A(ii).

§2.30 Qualified Optional Survivor Annuity

"Qualified Optional Survivor Annuity" means an annuity as described in Section 9.1 A(iii).

§2.31 Qualified Pre-Retirement Survivor Annuity

"Qualified Pre-Retirement Survivor Annuity" means a survivor annuity as described in Section 9.1 B.

§2.32 Related Employment

"Related Employment" means the employment of a Participant with an otherwise contributing Employer for which employment such Employer is not required by a Collective Bargaining Agreement with the Union or other agreement with the Trustees to contribute to the Fund, provided that such employment is not separated from at least one hour of Covered Employment that the Participant earns with the same Employer, by a quit, discharge, or retirement. Such employment includes, during the time that the Employer is required to contribute to the Fund; Hours of Service determined in accordance with Section 2.21.

§2.33 Spouse

"Spouse" means the person to whom the Participant is legally married on the earlier of the date of the Participant's death or the Participant's Annuity Starting Date.

§2.34 Total and Permanent Disability

"Total and Permanent Disability" means a physical or mental condition that a Participant is suffering from and for which the Participant is eligible for and receiving disability benefits from the federal Social Security Administration.

For this purpose, a disabled Participant shall be considered to have recovered from his Total and Permanent Disability if the Administrator determines that, prior to attaining his Normal Retirement Age, the Participant has (1) ceased for any reason to receive a disability benefit under the provisions of the federal Social Security Act, or (2) refused to submit evidence of continuous approval for such a disability benefit under the federal Social Security Act.

§2.35 Trust Agreement

"Trust Agreement" means the instrument establishing the Fund, dated as of December 3, 1968, executed by the Union, certain Employer representatives, and the then Trustees, as amended and restated on July 30, 1985, and as amended from time to time.

§2.36 Union

"Union" means Amalgamated Local 55, U.A.W., Local 936 U.A.W., and any other labor organization that, with the consent of the Trustee(s), enters into a Collective Bargaining Agreement with an Employer that requires that contributions be made to the Fund on behalf of the Employer's employees.

§2.37 Vesting Service

"Vesting Service" means the total number of years of a Participant's Vesting Service as determined under Section 4.4.

ARTICLE III
ELIGIBILITY TO PARTICIPATE

§3.1 Initial Entry

Each Eligible Employee shall become a Participant on the later of (i) his Employer's Effective Date, and (ii) the first day of the month next following the end of the first "Eligibility Computation Period" during which he completes at least 1,000 Hours of Service. For this purpose, the Eligibility Computation Periods are (i) the 12 consecutive month period beginning on the date the eligible Employee first performs an Hour of Service, (ii) the Plan Year beginning with or within such 12 consecutive month period, and (iii) any subsequent Plan Year.

Nevertheless, an Employee shall not become a Participant as described in this section unless an Employer is required to make a contribution to the Fund on his behalf, either (i) on the Effective Date for such Employer, or (ii) on the first day of the month (or week in which such first day of the month occurs) next following the end of the first Eligibility Computation Period during which he completes 1,000 Hours of Service. If an Employee would have become a Participant but for the fact that no Employer was required to make such a contribution, then he shall become a Participant immediately upon an Employer again being required to make contributions to the Fund on his behalf.

§3.2 Termination of Participation

A Participant who has a vested Future Service Benefit under the provisions of Article VI below shall continue as a Participant in the Plan until the earlier of (i) the date on which the entire amount of his then vested Accrued Benefit remaining in the Plan is distributed to him, or (ii) the date of his death.

ARTICLE IV
SERVICE CREDITS

§4.1 Employer Information

Each Employer shall furnish to the Administrator such information as the Administrator or Trustee(s) may require to establish the Past Service and Future Service credits of the individuals employed by such Employer.

§4.2 Calculation of Past Service

A Participant's Past Service shall consist of the years and fractions of years of his employment with his Employer prior to such Employer's Effective Date, as determined by dividing the number of his Hours of Service in Covered Employment (or what would have been Covered Employment had the Collective Bargaining Agreement or agreement between the Employer and the Trustee(s) been in effect) completed during each Plan Year or partial Plan Year (in the case of the Plan Year in which the Effective Date occurs) of such employment by 2,080.

In no event, however, shall a Participant's total number of years of Past Service under this Plan exceed 25 such years, or include any period of employment that precedes both (i) his Employer's Effective Date, and (ii) any quit, discharge, or retirement, or any period of employment in a classification of employment for which contributions were not subsequently required to be made to the Fund.

A Participant shall be credited with Past Service only in accordance with the provisions of Section 4.3 below.

§4.3 Past Service Credits

Notwithstanding anything in this Plan to the contrary, a Participant may receive credit for the number of his years and fractional years of Past Service as determined in Section 4.2 above, only if he is an Active Participant on his Employer’s Effective Date. If he is an Active Participant on such Effective Date, then he shall be credited with one-sixth of his years of Past Service upon his completion of one year of Vesting Service, and credited for an additional one-sixth upon his completion of each additional year of Vesting Service, provided, in each case, that he remains an Active Participant, in the employ of the same Employer who employed him on the said Effective Date for the entire Plan Year during which he completes the particular year of Vesting Service.

However, if a Participant's employment with an Employer is terminated, but such Participant is thereafter employed within 90 days by a different Employer in a classification of employment for which such new Employer is required to make contributions to the Fund, then, if he remains an Active Participant in the employ of his new Employer for a period of at least an additional 90 days, such Participant shall continue to receive credit for his Past Service with his prior Employer on the basis of his completed years of Vesting Service, provided, that he remains an Active Participant for the entire Plan Year during which he completes the particular year of Vesting Service.

§4.4 Vesting Service

<u>After December 31, 1975</u>

An Employee shall be credited with a year of Vesting Service for each Plan Year after (i) December 31, 1975, and (ii) his Employer's Effective Date, in which he completes at least 1,000 Hours of Service.

Before January 1, 1976

For Plan Years ending before January 1, 1976, an Employee shall be credited with a year of Vesting Service for each Plan Year beginning after his Employer's Effective Date during which he completes at least 1,700 Hours of Service, and a fractional year of Vesting Service for each such Plan Year in which he completes less than 1,700 Hours of Service, such fractional year to be determined by dividing the number of Hours completed during the Plan Year by 1,700.

If his Employer's Effective Date is before January 1, 1976, an Employee shall receive a fractional year of Vesting Service for the Plan Year in which such Effective Date occurs, determined by applying whichever of the following calculations results in the lesser number: (1) subtracting the amount of his Past Service credit for such Plan Year from one (“1.0”), or (2) dividing the number of his Hours of Service completed during the partial Plan Year beginning on such Employer's Effective Date by 1,700.

ARTICLE V
ACCRUED BENEFIT AT NORMAL RETIREMENT AGE

§5.1 Accrued Benefit

A Participant's Accrued Benefit at Normal Retirement Age shall be equal to the sum of his Past Service Benefit (if any) and his Future Service Benefit.

If, subsequent to a Participant receiving a partial or complete distribution of his Accrued Benefit, the Participant is credited with additional Future Service Benefits, the amount of such additional Accrued Benefit shall be reduced by the Actuarial Equivalent of any prior distribution of Accrued Benefit made on his behalf, except to the extent such distributions are repaid pursuant to Section 10.1 below.

A Participant who earns additional Future Service Benefits after he attains Normal Retirement Age shall continue to accrue benefits under the Plan. If as a result of additional benefit accruals after Normal Retirement Age the Accrued Benefit of such Participant would exceed the limitations under Article VIII below for the Limitation Year, immediately before the additional benefit accrues that would cause such Participant’s benefit to exceed the limitations of Article VIII, payment of benefits to such Participant will be suspended; otherwise, distribution of the Participant's benefit will commence.

If a Participant begins receiving benefits at an age other than Normal Retirement Age, the Participant's benefit will be determined in accordance with Article VII.

§5.2 Future Service Benefit

Depending on the date of his Annuity Starting Date, a Participant's Future Service Benefit shall be calculated as either an Old Future Service Benefit or a New Future Service Benefit as follows:

A. New Future Service Benefit. Effective for Annuity Starting Dates occurring after December 31, 2012, a Participant shall be entitled to a New Future Service Benefit, payable monthly as a single life annuity at Normal Retirement Age, based on the total amount of the Employer contributions required to be made to the Fund on the Participant's behalf since he became a Participant. The monthly amount of such New Future Service Benefit shall be determined for each period of service for which the Applicable Dollar Amount is constant by: (i) dividing the total amount of Employer contributions required to be made to the Fund (during the applicable period of service) by the number 65; (ii) multiplying the quotient thus obtained by the appropriate Applicable Dollar Amount as defined below, and (iii) dividing the product of that calculation (in clause (ii)) by the number 100.39.

B. Old Future Service Benefit. For Annuity Starting Dates occurring before January 1, 2013, a Participant is entitled to an Old Future Service Benefit, calculated as a single lump-sum amount at Normal Retirement Age, based on the total amount of the Employer contributions required to be made to the Fund on the Participant's behalf since he became a Participant. The lump-sum amount of such Old Future Service Benefit shall be determined (in segments for each period of service for which the Applicable Dollar Amount is constant) by: (i) dividing the total amount of the said Employer contributions required to be made on his behalf to the Fund (during such period of service) by the number 65; and (ii) multiplying the quotient thus obtained by the appropriate Applicable Dollar Amount as defined below.

C. Definitions. The following terms used in this Section 5.2 (and Section 5.3 below) are defined as follows:

(i) Applicable Dollar Amount. “Applicable Dollar Amount” means the factor used to determine the amount of a Participant's Accrued Benefit as of Normal Retirement Age. The Applicable Dollar Amount for determinations made as of any date after December 31, 2010, is $180.00. The Applicable Dollar Amount for determinations made as of any date after December 31, 2008, but before January 1, 2011, is $200.00. These two Applicable Dollar Amounts do not apply to Past or Future Service Benefits accrued before the date (January 1, 2011 and January 1, 2009, respectively) on which they became effective.

Prior to January 1, 2009, the then current Applicable Dollar Amount applied retrospectively to the calculation of all of a Participant's Past and Future Service Benefits completed to date.

These Applicable Dollar Amounts were $230.00 for determinations made after December 31, 1997, but before January 1, 2009; $225.00 for determinations made after November 30, 1994, but before January 1, 1998; $210.00 for determinations made after December 31, 1993, but before December 1, 1994; $195.00 for determinations made after December 31, 1990, but before January 1, 1994; $160.00 for determinations made after December 31, 1988, but before January 1, 1991; $120.00 for determinations made after December 31, 1986, but before January 1, 1989; and $100.00 for determinations made before January 1, 1987.

(ii) Employer Contributions. Employer contributions are the weekly or other periodic contributions, based on the hours, weeks or other period of service completed by the

Employer's Eligible Employees, that each Employer is required to make to the Fund under the terms of the applicable Collective Bargaining Agreement or other agreement between the Employer and the Trustee(s). Employer contributions are used to calculate each Employee's Past and Future Service Benefits as herein described.

"Employer contributions" do not include contributions made by the Employer to the Fund for other reasons, such as payment of surcharges resulting from the Fund's entering "critical" or "endangered" status pursuant to the provisions of the Pension Protection Act of 2006, additional contributions relating to a "rehabilitation plan" adopted by the Trustee(s) in accordance with that Act, or additional contributions made for the purpose of amortizing the unfunded liability of a plan.

The Trustee(s) shall determine whether a contribution made by an Employer is to be considered an "Employer contribution" as herein defined.

§5.3 Past Service Benefit

Depending on the date of his Annuity Starting Date, a Participant's Past Service Benefit, if any, shall be calculated as either a New Past Service Benefit or an Old Past Service Benefit as follows:

A. <u>New Past Service Benefit</u>. Effective for Annuity Starting Dates occurring after December 31, 2012, a Participant who has been credited with years of Past Service, and who has completed at least one year of Vesting Service subsequent to his Employer's Effective Date, shall be entitled to a Past Service Benefit, payable as a single life annuity at Normal Retirement Age, determined by (i) dividing his Past Service Contribution Rate by $1.75; (ii) multiplying the quotient thus obtained by the number of his said years of credited Past Service; (iii) multiplying the product of that calculation first by the Past Service Funding Rate for his Employer, and second by the appropriate Applicable Dollar Amount as described above, and (iv) dividing the result thus obtained (in clause (iii)) by $100.39.

B. <u>Old Past Service Benefit</u>. For Annuity Starting Dates occurring before January 1, 2013, a Participant is entitled to a Past Service Benefit calculated as a single lump-sum amount at Normal Retirement Age, determined by: (i) dividing his Past Service Contribution Rate by $1.75; (ii) multiplying the quotient thus obtained by the number of his said years of credited Past Service; and (iii) multiplying the product of that calculation first by the Past Service Funding Rate for his Employer, and second by the appropriate Applicable Dollar Amount.

C. <u>Definitions</u>. The following terms used in this Section 5.3 are defined as follows:

(i) <u>Past Service Contribution Rate</u>. "Past Service Contribution Rate" means the weekly contribution rate in effect for the Participant's Employer as of the date as of which the amount of his Past Service Benefit is being determined.

However, if such contribution rate has been in effect for less than 12 consecutive calendar months, the contribution rate that was previously in effect shall be used. For this purpose, "contribution rate" means the amount of the Employer contributions (as defined above) required to be made by the Employer to the Fund, as specified in the most recent Collective Bargaining Agreement, or the agreement most recently in effect between the Employer and the Trustee(s). If an hourly rate is specified in any such agreement, then the weekly contribution rate shall be determined by multiplying such hourly rate by the number of regular-time hours required to be worked by the Employees of such Employer in each week.

(ii) Past Service Funding Rate. "Past Service Funding Rate" means a rate, set by the enrolled actuary for the Fund for each Employer as of the Effective Date for such Employer, at the level at which, in the opinion of the actuary, will assure that the past service liability of the Employer for its then Employees will be funded over a period of not more than 25 years.

ARTICLE VI
VESTING

§6.1 Vesting

An Active Participant shall have a fully vested (100% nonforfeitable) interest in his Accrued Benefit upon (i) incurring a Total and Permanent Disability, (ii) attaining his Normal Retirement Age, or (iii) satisfying the age and service requirements for an Early or Normal Retirement Benefit.

§6.2 Vesting Schedule

A Participant shall have a vested Accrued Benefit determined under the following vesting schedule if the Participant has at least one Hour of Service in Covered Employment on or after January 1, 2008:

Years of Vesting Service	**Vested Percentage**
less than 3 years	0%
3 years or more	100%.

ARTICLE VII
BENEFITS BEGINNING AT ANY TIME OTHER THAN NORMAL RETIREMENT AGE

§7.1 Deferred Retirement

A Participant's Accrued Benefit shall be actuarially increased to the Actuarial Equivalent thereof to take into account any period after Normal Retirement Age during which the Participant does not receive any benefits under the Plan. If benefits commence to the Participant in a form other than the normal form of benefit, the result of the application of the preceding sentence will be actuarially adjusted in accordance with the provisions of Section 2.3.

The amount of actuarial increase payable must be no less than the Actuarial Equivalent of the Employee's retirement benefits that would have been payable as of the date the actuarial increase must commence plus the Actuarial Equivalent of additional benefits accrued after that date, reduced by the Actuarial Equivalent of any distributions made after that date.

§7.2 Early Retirement

A Participant eligible under Section 2.12 may elect to retire on an Early Retirement Date. For Annuity Starting Dates on or after January 1, 2008, the Participant's benefit at his Early Retirement Date shall be equal to the amount of the Participant's entire Normal Retirement Benefit (expressed in the form of a single life annuity) accrued to date decreased by one-half of one percent for each calendar month by which his Early Retirement Date precedes the first day of the month next following his Normal Retirement Age. Notwithstanding the foregoing, a Participant's benefit at his Early Retirement Date shall in no event be less than his Normal Retirement Benefit (as determined under the benefit formula in effect for Annuity Starting Dates before January 1, 2013) reduced for early commencement as follows:

(i) the Applicable Dollar Amount (as defined in Section 5.2C(i)) shall first be reduced to reflect actuarial equivalence using an annual interest rate of 4.0% and the RPA94 Mortality Table (50/50 blend), as reflected in the attached Table ____; and

(ii) the resulting reduced lump-sum amount shall then be converted to an immediate single life annuity using the Plan's Actuarial Equivalents in Section 2.3.

§7.3 Certain Benefits on Termination of Employment

Except for distributions of $7,000 ($5,000 for Plan Years beginning before January 1, 2024) or less in the circumstances described under Section 9.1 below (and for payment on account of Total and Permanent Disability as described immediately below), no benefit shall be payable under this Plan upon the termination of a Participant's employment with his Employer prior to his attaining either Normal Retirement Age or an Early Retirement Date as described under Section 2.12 above. However, subject to Section 14.7, if a terminated Participant has a vested interest in a Pre-January 1, 1989 Future Service Benefit as described in Article VI above, and if he is not re-employed by any Employer within 90 days after the date of his termination of employment, including any such re-employment as a non-Eligible Employee, he may then elect to receive immediately, subject to the provisions of Article IX below (i) the lump-sum Actuarial Equivalent of his Pre-January 1, 1989 Future Service Benefit and any Past Service Benefit he may have in a lump-sum payment, or (ii) the actuarial equivalent of his entire Accrued Benefit (determined in accordance with Section 7.2) in any form other than a lump-sum payment or installment payments.

If, subject to Section 14.7, the Participant elects to receive the lump-sum Actuarial Equivalent of his Pre-January 1, 1989 Future Service Benefit and any Past Service Benefit he may have in a lump-sum payment, his vested Post-December 31, 1988 Future Service Benefit will remain in the Plan, and will subsequently be payable as a benefit hereunder, either to the Participant at his Normal Retirement Age or Early Retirement Date in accordance with the provisions of Article IX below, or upon his death, to his Beneficiary.

§7.4 Disability Retirement Benefit

If a Participant who has completed 6 years of Vesting Service incurs a Total and Permanent Disability as described in Section 2.34 above while he is an Active Participant in this Plan and prior to his attainment of Normal Retirement Age, he may elect to retire with a Disability Retirement Benefit, and to receive his entire Normal Retirement Benefit (expressed in the form of a single life annuity) accrued to date, determined by first determining the lump-sum value of the Participant's Past and Future Service Benefits at Normal Retirement Age.

However, in no event shall a Disability Retirement Benefit under this Plan be paid in the form of a lump-sum or installments.

§7.5 Recovery from Total and Permanent Disability

A Participant who recovers from a Total and Permanent Disability prior to attaining Normal Retirement Age shall be considered to have incurred a termination of employment and shall only be entitled to those Plan benefits, if any, under this Article and Article IX below, unless the Participant returns to Covered Employment.

§7.6 Accrued Benefit in Case of Death Prior to Annuity Starting Date

If a Participant dies prior to attaining his Annuity Starting Date and prior to January 1, 2026, his Designated Beneficiary shall receive a death benefit payable in the form of a life annuity equal to the lump-sum Actuarial Equivalent of his Accrued Benefit.

§7.7 Designation of Beneficiary

Each Participant may designate from time to time, in writing on a form provided by the Administrator, one or more Beneficiaries who will receive the Participant's vested Accrued Benefit in the event of the Participant's death. If the Participant dies without having made a Beneficiary designation, the Trustees shall distribute such benefits in the following order of priority to the deceased Participant's: (i) Spouse, (ii) lineal descendants, or (iii) parents.

However, in the event of the death of a married Participant, the surviving Spouse must be the sole Beneficiary unless the surviving Spouse has consented in writing to a different election, has acknowledged the effect of such election, and the consent and acknowledgement are witnessed by either the Administrator, a member of the Administrator's staff or a notary public. The consent of the Spouse to a distribution shall not be necessary if it is established to the satisfaction of the Administrator that there is no Spouse, the Spouse cannot reasonably be located, or for such other reasons as the Treasury Regulations may prescribe. The consent of a Spouse or reasons for not requiring such consent shall be applicable only to that Spouse. If the Spouse of a Participant becomes locatable or if a Participant remarries, it shall be the duty of the Participant to bring that fact to the attention of the Administrator. If the Participant so notifies the Administrator, the

Administrator shall then, if applicable, proceed to make available to such Spouse the consent of Spouse procedures described in this Section.

ARTICLE VIII
LIMITATIONS ON BENEFITS

§8.1 Maximum Benefits

Notwithstanding anything contained in this Plan to the contrary, the limitations, adjustments and other requirements prescribed in this Section shall at all times comply with the provisions of Code Section 415 and the Treasury Regulations thereunder, the terms of which are specifically incorporated herein by reference.

A. General Rule. The annual benefit otherwise payable to a Participant under the Plan at any time shall not exceed the maximum permissible benefit specified for qualified plans under Code Section 415(b). If the benefit the Participant would otherwise accrue in a Limitation Year would produce an annual benefit in excess of the Maximum Permissible Benefit, the benefit shall be limited (or the rate of accrual reduced) to a benefit that does not exceed the Maximum Permissible Benefit.

B. Other Plans. If the Participant is, or has ever been, a Participant in another qualified defined benefit plan (without regard to whether the plan has been terminated) maintained by the Employer or a predecessor employer (other than a multiemployer plan as defined in Code Section 414(f)), the sum of the Participant's annual benefits from all such plans (counting only the benefits provided under this Plan by such Employer) may not exceed the Maximum Permissible Benefit. Where the Participant's Employer-provided benefits under all such defined benefit plans (determined as of the same age, and counting only the benefits provided under this Plan by such Employer) would exceed the Maximum Permissible Benefit applicable at that age, the accruals under this Plan shall be reduced to the extent required to avoid the Participant's accruals under all defined benefit plans maintained by the Employer from exceeding the Maximum Permissible Benefit. The Trustees shall be entitled to rely on a representation by an Employer that the benefit payable to a Participant under this Plan, to the extent attributable to employment with that Employer, does not, together with any other retirement benefit payable to him under any other plan (other than a multiemployer plan as defined in Code Section 414(f)) maintained by such Employer (and to the extent attributable to employment with that Employer) exceed the Maximum Permissible Benefit.

§8.2 Definitions

The following terms used in this Article VIII are defined as follows:

A. Annual benefit. "Annual benefit" means a benefit that is payable annually in the form of a single life annuity. Except as provided below, where a benefit is payable in a form other than a single life annuity, the benefit shall be adjusted to an actuarially equivalent single life annuity that begins at the same time as such other form of benefit and is payable on the first day of each month, before applying the limitations of this Article VIII. For a Participant who has or will have distributions commencing at more than one Annuity Starting Date, the annual benefit shall be determined as of each such Annuity Starting Date (and shall satisfy the limitations of this Section as of each such date), actuarially adjusting for past and future distributions of benefits commencing at the other Annuity Starting Dates. For this purpose, the determination of whether a new starting date has occurred shall be made without regard to Treasury Regulation Section 1.401(a)-20, Q&A-10(d), and with regard to Treasury Regulation Section 1.415(b)-1(b)(1)(iii)(B) and (C).

No actuarial adjustment to the benefit shall be made for (a) survivor benefits payable to a surviving Spouse under a qualified joint and survivor annuity to the extent such benefits would not be payable if the Participant's benefit were paid in another form; (b) benefits that are not directly related to retirement benefits (such as a qualified disability benefits, preretirement incidental death benefits and post-retirement medical benefits); or (c) the inclusion in the form of benefit of an automatic benefit increase feature, provided the form of benefit is not subject to Code Section 417(e)(3) and would otherwise satisfy the limitations of this Article VIII and the Plan provides that the amount payable under the form of benefit in any Limitation Year shall not exceed the limits of this Section applicable at the Annuity Starting Date, as increased in subsequent years pursuant to Code Section 415(d). For this purpose, an automatic benefit increase feature is included in a form of benefit if the form of benefit provides for automatic, periodic increases to the benefits paid in that form.

The determination of the annual benefit shall take into account social security supplements described in Code Section 411(a)(9) and benefits transferred from another defined benefit plan, other than transfers of distributable benefits pursuant Treasury Regulation Section 1.411(d)-4, Q&A-3(e), but shall disregard benefits attributable to employee contributions or rollover contributions.

The determination of actuarial equivalence of forms of benefit other than a single life annuity shall be made in accordance with the following:

(i) Benefit Forms Not Subject to Code Section 417(e)(3). The single life annuity that is actuarially equivalent to the Participant's form of benefit shall be determined under this Paragraph (i) if the form of the Participant's benefit is either (A) a nondecreasing annuity (other than a single life annuity) payable for a period of not less than the life of the Participant (or, in the case of a qualified pre-retirement survivor annuity, the life of the surviving Spouse), or (B) an annuity that decreases during the life of the Participant merely because of (I) the death of the survivor annuitant (but only if the reduction is not below 50% of the benefit payable before the death of the survivor annuitant), or (II) the cessation or reduction of Social Security supplements or qualified disability payments (as defined in Code Section 401(a)(11)).

The actuarially equivalent single life annuity is equal to the greater of (1) the annual amount of the single life annuity (if any) payable to the Participant under the Plan commencing at the same Annuity Starting Date as the Participant's form of benefit; and (II) the annual amount of the single life annuity commencing at the same Annuity Starting Date that has the same actuarial present value as the Participant's form of benefit, computed using a 5 percent interest rate assumption and the Applicable Mortality Table defined in Section 2.3 of the Plan for that Annuity Starting Date.

(ii) Benefit Forms Subject to Code Section 417(e)(3). The single life annuity that is actuarially equivalent to the Participant's form of benefit shall be determined under this Paragraph (ii) if the form of the Participant's benefit is other than a benefit form described in Section 8.2 A(i). In this case, the actuarially equivalent single life annuity shall be equal to the greatest of (I) the annual amount of the single life annuity commencing at the same Annuity Starting Date that has the same actuarial present value as the Participant's form of benefit, computed using the interest rate specified in Section 2.3 of the Plan and the Mortality Table specified in Section 2.3 of the Plan for adjusting benefits in the same form: (II) the annual amount of the single life annuity commencing, at the same Annuity Starting Date that has the same actuarial present value as the Participant's form of benefit, computed using a 5.5 percent interest rate assumption and the Applicable Mortality Table defined in Section 2.3; and (III) the annual amount of the single life annuity commencing at the same Annuity Starting Date that has the same actuarial present value as the Participant's form of benefit, computed using the Applicable Interest Rate defined in Section 2.3 of the Plan and the Applicable Mortality Table defined in such Section 2.3, divided by 1.05.

Any payments not described above shall not be considered Compensation if paid after Severance from Employment, even if they are paid by the later of 2 1/2 months after the date of Severance from Employment or the end of the Limitation Year that includes the date of Severance from Employment.

Back pay, within the meaning of Treasury Regulation Section 1.415(c)-2(g)(8), shall be treated as Compensation for the Limitation Year to which the back pay relates to the extent the back pay represents wages and Compensation that would otherwise be included under this definition.

Compensation paid or made available during such Limitation Year shall include amounts that would otherwise be included in Compensation but for an election under Code Sections 125(a), 132(f)(4), 402(e)(3), 402(h)(1)(B), 402(k), 403(b), or 457(b). Compensation shall also include any differential wage payments, as defined in Code Section 3401(h)(2), that are paid to an individual who is in qualified military service as defined in Code Section 414(u). Notwithstanding anything herein to the contrary, a Participant’s Compensation for purposes of applying the limitations in this Section shall be limited to the annual limit under Code Section 401(a)(17) for the Limitation Year.

B. Defined Benefit Dollar Limitation. The “Defined Benefit Dollar Limitation” is $280,000 (for the 2025 Limitation Year), automatically adjusted under Code Section 415(d), effective January 1 of each year, as published in the Internal Revenue Bulletin, and payable in the form of a single life annuity. The new limitation shall apply to Limitation Years ending with or within the calendar year of the date of the adjustment, but a Participant's benefits shall not reflect the adjusted limit prior to January 1st of the said calendar year.

Benefits accrued, distributed or otherwise payable that are limited by the Section shall be increased annually pursuant to Code Section 415(d) and the Treasury Regulations thereunder to the maximum extent permitted by the law, including with respect to any Participant after such Participant's Severance from Employment or after the Participant's Annuity Starting Date.

C. Employer. For purposes of this Article VIII, "Employer" means an Employer that maintains this Plan, and all members of a controlled group of corporations, as defined in Code Section 414(b), as modified by Code Section 415(h)), all commonly controlled trades or businesses (as defined in Code Section 414(c), as modified, except in the case of a brother sister group of trades or businesses under common control, by Code Section 415(h)), or affiliated service groups (as defined in Code Section 414(m)) of which the adopting Employer is a part, and any other entity required to be aggregated with the Employer pursuant to Code Section 414(o).

D. Limitation Year. "Limitation Year" means the Plan Year. All qualified plans maintained by the Employer must use the same Limitation Year. If the Limitation Year is amended to a different 12-consecutive month period, the new Limitation Year must begin on a date within the Limitation Year in which the amendment is made.

E. Maximum Permissible Benefit. "Maximum Permissible Benefit" means the defined benefit compensation limitation only.

(i) Adjustment of for less than 10 years of participation. If a Participant has less than 10 Years of Participation in the Plan, the Defined Benefit Dollar Limitation shall be multiplied by a fraction (i) the numerator of which is the number of Years (or part hereof, but not less than one year) of Participation in the Plan, and (ii) the denominator of which is 10.

(ii) Adjustment of Defined Benefit Dollar Limitation for benefit commencement before age 62 or after age 65. The Defined Benefit Dollar Limitation shall be adjusted if the Annuity Starting Date of the Participant's benefit is before age 62 or after age 65. If the Annuity Starting Date is before age 62, the Defined Benefit Dollar Limitation shall be adjusted under Subsection (1) below. If the Annuity Starting Date is after age 65, the Defined Benefit Dollar Limitation shall be adjusted in accordance with the rules set forth under Subsection (2) below.

(1) Adjustment of Defined Benefit Dollar Limitation for benefit commencement before age 62:

If the Annuity Starting Date for the Participant's benefit is prior to age 62, and the Plan has an immediately commencing single life annuity payable at both age 62 and the age of benefit commencement, the Defined Benefit Dollar Limitation for the Participant's Annuity Starting Date is the lesser of the limitation determined under the subsection immediately above, and the Defined Benefit Dollar Limitation (adjusted under Subsection 8.2 F(i) for Years of Participation less than 10, if required) multiplied by the ratio of the annual amount of the immediately commencing single life annuity under the Plan at the Participant's Annuity Starting Date to the annual amount of the immediately commencing single life annuity under the Plan at age 62, both determined without applying the limitations of this Section.

(2) Adjustment of Defined Benefit Dollar Limitation for benefit commencement after age 65. If the Annuity Starting Date for the Participant's benefit is after age

65, and the Plan has an immediately commencing single life annuity payable at both age 65 and the age of benefit commencement, the Defined Benefit Dollar Limitation at the Participant's Annuity Starting Date is the lesser of the limitation determined under the Subsection immediately above, and the Defined Benefit Dollar Limitation (adjusted under Subsection 8.2 E (i) for Years of Participation less than 10, if required) multiplied by the ratio of the annual amount of the adjusted immediately commencing single life annuity under the Plan at the Participant's Annuity Starting Date to the annual amount of the adjusted immediately commencing single life annuity under the Plan at age 65, both determined without applying the limitations of this Article VIII. For this purpose, the adjusted immediately commencing single life annuity under the Plan at the Participant's Annuity Starting Date is the annual amount of such annuity payable to the Participant, computed disregarding the Participant's accruals after age 65 but including actuarial adjustments even if those actuarial adjustments are used to offset accruals; and the adjusted immediately commencing single life annuity under the Plan at age 65 is the annual amount of such annuity that would be payable under the Plan to a hypothetical Participant who is age 65 and has the same accrued benefit as the Participant.

Special Rule. Notwithstanding the other requirements of this Subsection (2), no adjustment shall be made to the Defined Benefit Dollar Limitation to reflect the probability of a Participant's death between the Annuity Starting Date and age 62, or between age 65 and the Annuity Starting Date, as applicable, if benefits are not forfeited upon the death of the Participant prior to the Annuity Starting Date. To the extent benefits are forfeited upon death before the Annuity Starting Date, such an adjustment shall be made. For this purpose, no forfeiture shall be treated as occurring upon the Participants death if the Plan does not charge Participants for providing a qualified preretirement survivor annuity, as defined in Code Section 417(c), upon the Participant's death.

(iii) Minimum benefit permitted. Notwithstanding anything else in this Article VIII to the contrary, the benefit otherwise accrued or payable to a Participant under this Plan shall be deemed not to exceed the maximum permissible benefit if:

(1) the retirement benefits payable for a Limitation Year under any form of benefit with respect to such Participant under this Plan and under all other defined benefit plans (without regard to whether a plan has been terminated) ever maintained by the Employer do not exceed $10,000 multiplied by a fraction -- (I) the numerator of which is the Participant's number of years (or part thereof, but not less than one year) of Vesting Service (not to exceed 10) with the Employer, and (II) the denominator of which is 10; and

(2) the Employer (or a predecessor Employer) has not at any time maintained a defined contribution plan in which the Participant participated (for this purpose, mandatory employee contributions under a defined benefit plan, individual medical accounts under Code Section 401(h), and accounts for postretirement medical benefits established under Code Section 419A(d)(1) are not considered a separate defined contribution Plan).

F. Predecessor employer. If an Employer maintains a Plan that provides a benefit which the Participant accrued while performing services for a former Employer, the former Employer is a “predecessor employer” with respect to the Participant in the Plan. A former entity that antedates the Employer is also a predecessor Employer with respect to a Participant if, under the facts and circumstances, the Employer constitutes a continuation of all or a portion of the trade or business of the former entity.

G. Severance from Employment. An employee has a "Severance from Employment" when the employee ceases to be an employee of an Employer maintaining the Plan, in accordance with the provisions of the Employer's Collective Bargaining Agreement, if applicable. An employee does not have a Severance from Employment if, in connection with a change of employment, the employee's new Employer maintains the Plan with respect to the employee.

H. Year of Participation. The Participant shall be credited with a "Year of Participation" (computed to fractional parts of a year) for each accrual computation period for which the following conditions are met: (1) the Participant is credited with at least the number of hours of service (or period of service if the elapsed time method is used) for benefit accrual purposes required under the terms of the Plan in order to accrue a benefit for the accrual computation period and (2) the Participant is included as a Participant under the eligibility provisions of the Plan for at least one day of the accrual computation period. If these two conditions are met, the portion of a Year of Participation credited to the Participant shall equal the amount of benefit accrual service credited to the Participant for such accrual computation period. A Participant who is permanently and totally disabled within the meaning of Code Section 415(c)(3)(C)(i) for an accrual computation period shall receive a Year of Participation with respect to that period. In addition, for a Participant to receive a Year of Participation (or part thereof) for an accrual computation period, the Plan must be established no later than the last day of such accrual computation period. In no event shall more than one Year of Participation be credited for any 12-month period.

§8.3 Aggregation Rules

The limitations of this Section shall be determined and applied taking into account the aggregation rules in Section 1.415(f)-1 of the Treasury Regulations.

(i) The benefits under this Plan are not aggregated with any other multiemployer plans as defined in Code Section 414(f).

(ii) Benefits earned under the Plan by a Participant attributable to Covered Employment with all Employers participating in the Plan must be taken into account in applying the limitations of Code Section 415.

(iii) For the purpose of this Section, in aggregating the benefits under this Plan with any plan that is not a multiemployer plan maintained by any Employer, only the benefits under this Plan that are provided by such Employer shall be treated as benefits provided under a plan maintained by the Employer, to the maximum extent permitted by law.

ARTICLE IX
DISTRIBUTION OF BENEFITS

§9.1 Form of Distribution

A. Retirement, Termination, Disability and Disability Retirement Benefits. Subject to the provisions of Sections 9.2 and 14.7 below, and to the provisions of Sections 7.4 and 7.5 above relating to Disability and Disability Retirement Benefits, a Participant may elect at any time after attaining Normal Retirement Age, Early Retirement Age, or becoming eligible for a benefit upon termination of employment or termination of Disability or Disability Retirement Benefit, to receive distribution of his vested Accrued Benefit in any one of the following forms:

(i) Single life annuity. Unless he elects another form of benefit, a Participant who is not married on his Annuity Starting Date shall receive his benefit payable as a single life annuity which is an annuity for his life, payable monthly, with no additional payments after the Participant's death. The single life annuity is the normal form of benefit for Annuity Starting Dates after December 31, 2012. For Annuity Starting Dates prior to January 1, 2013, the normal form of benefit is the Actuarial Equivalent of the lump-sum benefit at Normal Retirement Age.

(ii) Joint and Survivor Annuity. A Joint and Survivor Annuity is an immediate annuity with monthly payments continuing to the Spouse in an amount that is 50% or 100% of the monthly amount payable to the Participant. Unless otherwise elected, a Participant who is married on his Annuity Starting Date shall receive the value of his benefit as a 50% Joint and Survivor Annuity (the "Qualified Joint and Survivor Annuity").

The 50% and 100% Joint and Survivor Annuity are each the Actuarial Equivalent of the normal form of benefit payable at the Participant's Normal Retirement Age. However, each such Joint and Survivor Annuity shall be subsidized with an additional (that is, additional to the value of an Actuarial Equivalent single life annuity or lump-sum distribution, thereby making such Joint and Survivor Annuities more valuable than all other forms of benefit under the Plan) "pop-up" feature, whereby, if the Spouse predeceases the Participant, the amount of the Participant's monthly benefit "pops-up" to what such benefit would have been had the Participant elected the single life annuity form of benefit.

(iii) Qualified Optional Survivor Annuity. A Qualified Optional Survivor Annuity is an immediate annuity with monthly payments to the Participant for life, and with monthly payments continuing to the Spouse for her lifetime in an amount that is 75% of the monthly amount payable to the Participant. The Qualified Optional Survivor Annuity includes the same "pop-up" feature as the Joint and Survivor Annuity.

(iv) Five years certain and life, ten years certain and life, and fifteen years certain and life options. These optional forms of benefit provide monthly payments for the Participant's lifetime, and in the event of his death before receiving 60, 120 or 180 such monthly payments, continuing payments to the designated Beneficiary until a total of 60, 120 or 180 monthly payments have been distributed in total. These annuity payments are the Actuarial Equivalent of the normal form of benefit at the Participant's Normal Retirement Age.

In the case of a Qualified Joint and Survivor Annuity, the Administrator shall no less than 30 days and no more than 180 days prior to the Annuity Starting Date provide each Participant a written explanation of: (1) the terms and conditions of a Qualified Joint and Survivor Annuity; (2) the Participant's right to make and the effect of an election to waive the Qualified Joint and Survivor Annuity form of benefit; (3) the rights of a Participant's Spouse; (4) the right to make, and the effect of, a revocation of a previous election to waive the Qualified Joint and Survivor Annuity; (5) the relative values of the various optional forms of benefit under the Plan in a manner that would satisfy the notice requirements of Code Section 417(a)(3) and Treasury Regulation Section 1.417(a)(3)-1; and (6) how much larger benefits will be if the commencement of distributions is deferred.

The Annuity Starting Date for a distribution in a form other than a Qualified Joint and Survivor Annuity may be less than 30 days after receipt of the written explanation described in the preceding paragraph provided: (I) the Participant has been provided with information that clearly indicates that the Participant has at least 30 days to consider whether to waive the Qualified Joint and Survivor Annuity and elect (with spousal consent) to a form of distribution other than a Qualified Joint and Survivor Annuity; (II) the Participant is permitted to revoke any affirmative distribution election at least until the Annuity Starting Date or, if later, at any time prior to the expiration of the 7-day period that begins the day after the explanation of the Qualified Joint and Survivor Annuity is provided to the Participant; and (III) the Annuity Starting Date is a date after the date that the written explanation was provided to the Participant.

A waiver of a Qualified Joint and Survivor Annuity shall not be effective unless: (a) the Participant's Spouse consents in writing to the election; (b) the election designates a specific beneficiary including any class of beneficiaries or any contingent beneficiaries that may not be changed without the Spouse’s consent (or the Spouse expressly permits designations by the Participant without any further Spousal consent); (c) the Spouse’s consent acknowledges the effect of the election; and (d) the Spouse’s consent is witnessed by the Administrator or a notary public. If it is established to the satisfaction of the Administrator that there is no Spouse or that the Spouse cannot be located, a waiver will be deemed to satisfy the Spouse’s consent requirement. Any consent by a Spouse obtained under this provision (or establishment to the satisfaction of the Administrator that the consent of a Spouse may not be obtained) shall be effective only with respect to that Spouse. A consent that permits designations by the Participant without any requirement of further consent by such Spouse must acknowledge that the Spouse has the right to limit consent to a specific beneficiary, and a specific form of benefit where applicable, and that the Spouse voluntarily elects to relinquish either or both of such rights. A revocation of a prior waiver may be made by a Participant without the consent of the Spouse at any time before the commencement of benefits. The number of revocations shall not be limited. No consent obtained under this provision shall be valid unless the Participant has received notice as provided above.

B. Pre-Retirement Survivor Benefit. Subject to the provisions of Section 9.2 below, a Participant's surviving Spouse after the Participant’s death, shall receive a Qualified Pre-Retirement Survivor Annuity that is the Actuarial Equivalent of the Participant's vested Accrued Benefit.

C. Present Value of Vested Accrued Benefit Does Not Exceed $7,000. Notwithstanding the preceding (other than the prohibition regarding the limitation on the payment of lump-sum benefits under the Pension Protection Act of 2006 as described in Section 14.7), if a Participant terminates service, and the lump-sum Actuarial Equivalent of the Participant's vested Accrued Benefit does not exceed $7,000 ($5,000 for Plan Years beginning before January 1, 2024), the entire amount of such vested Accrued Benefit shall be distributed in the form of a lump-sum payment within 90 days after the end of the Plan Year in which such termination occurs, or as soon thereafter as is administratively feasible (but no later than close of the second Plan Year following the Plan Year in the Employee's termination occurs) and the nonvested portion will be treated as a forfeiture. For purposes of this Section 9.1, if the lump-sum Actuarial Equivalent of a Participant's vested Accrued Benefit is zero, the Participant shall be deemed to have received a distribution of such vested Accrued Benefit upon his termination from service.

D. Present Value of Vested Accrued Benefit Exceeds $7,000. If either the lump-sum Actuarial Equivalent of a Participant's vested Accrued Benefit exceeds $7,000 ($5,000 for Plan Years beginning before January 1, 2024) or there are remaining payments to be made with respect to a particular distribution option that previously commenced, and the Accrued Benefit is immediately distributable, the Participant and the Participant's Spouse (or where either the Participant or the Spouse has died, the survivor) must consent to any distribution of such vested Accrued Benefit.

(i) The consent of the Participant and the Participant's Spouse shall be obtained in writing within the 180-day period ending on the Annuity Starting Date.

(ii) The Administrator shall notify the Participant and the Participant's Spouse of the right to defer any distribution until the Participant's Accrued Benefit is no longer immediately distributable. Such notification shall include a general description of the material features, and an explanation of the relative values of, the optional forms of benefit available under the Plan in a manner that would satisfy the notice requirements of Code Section 417(a)(3) and Treasury Regulation Section 1.417(a)-3, and a description of how much larger benefits will be if the commencement of distributions is deferred.

(iii) The notification shall be provided no less than 30 days and no more than 180 days prior to the Annuity Starting Date. However, distribution may commence less than 30 days after the notice described in the preceding sentence is given, provided the distribution is one to which Code Sections 401(a)(11) and 417 do not apply, the Administrator clearly informs the Participant that the Participant has a right to a period of at least 30 days after receiving the notice to consider the decision of whether or not to elect a distribution (and, if applicable, a particular distribution option), and the Participant, after receiving the Notice, affirmatively elects a distribution.

(iv) Notwithstanding the foregoing, only the Participant needs consent to the commencement of a distribution in the form of a Qualified Joint and Survivor Annuity while the Accrued Benefit is immediately distributable. Neither the consent of the Participant nor the Participant's Spouse shall be required to the extent that a distribution is required to satisfy Code Sections 401(a)(9) or 415.

§9.2 Required Time of Distribution

The requirements of this Section shall apply to any distribution of a Participant's vested benefit and will take precedence over any inconsistent provisions of this Plan. This Section does not authorize any distribution options not otherwise provided under the Plan.

A. Requirements of Treasury Regulations Incorporated by Reference. All distributions required under this Plan will be determined and made in accordance with the Treasury Regulations under Code Section 401(a)(9), including the minimum distribution incidental benefit requirement of Code Sections 401(a)(9)(G) and 1.401(a)(9)-2 through 1.401(a)(9)-9 of the Treasury Regulations, as modified by changes in these rules made by the Setting Every Community Up for Retirement Enhancement Act ("SECURE Act") and the Coronavirus Aid, Relief and Economic Security Act ("CARES Act") and the SECURE 2.0 Act of 2022 ("SECURE 2.0"). In accordance with Code Section 401(a)(9)(G), any distribution required to satisfy the minimum distribution incidental benefit requirement shall be treated as a required distribution under this Section shall apply to any distribution of a Participant's benefit under this Plan and will take precedence over any distribution options in this Plan inconsistent with Code Section 401(a)(9). However, notwithstanding any of the above provisions of this Section 9.2A, or any other provision of this Plan to the contrary, no payment of lump-sum distributions or installment payments may be made, or commence to be made, while this Plan is in either critical or endangered status under pertinent provisions of the Pension Protection Act of 2006.

B. Required time of distribution. The required time of distribution of a benefit under the Plan shall be as follows:

(i) Required Beginning Date. The Participant's entire benefit will be distributed, or begin to be distributed, no later than the Participant's Required Beginning Date.

(ii) Death of Participant Before Distributions Begin. If the Participant dies before distributions begin, the Participant's entire benefit will be distributed, or begin to be distributed, no later than as follows:

(1) If the Participant's surviving Spouse is the Participant's sole Designated Beneficiary, distributions to the surviving Spouse will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained his Required Beginning Date, if later, except that:

(I) If the Participant dies before distributions are required to begin and there is a designated Beneficiary, distributions to the designated Beneficiary are not required to begin by the date specified in Subsection 9.2 B(ii), but the Participant's entire benefit will be distributed to the designated Beneficiary by December 31 of the calendar year containing the fifth anniversary of the Participant's death. If the Participant's surviving Spouse is the Participant's sole designated Beneficiary and the surviving Spouse dies after the Participant but before distributions to either the Participant or the surviving Spouse begin, this election will apply as if the surviving Spouse were the Participant.

(II) Participants or Beneficiaries may elect on an individual basis whether the 5-year rule or the life expectancy rule in this Subsection 9.2 B(ii) and Subsection 9.2

D(ii) applies to distributions after the death of a Participant who has a designated Beneficiary. The election must be made no later than the earlier of September 30 of the calendar year in which distributions would be required to begin under Subsection 9.2 B(ii), or by September 30 of the calendar year which contains the fifth anniversary of the Participant's (or, if applicable, surviving Spouse's) death. If neither the Participant nor Beneficiary makes an election under this Paragraph (II), distributions will be made in accordance with Subsection 9.2 B(ii) and 9.2 D(ii), and if applicable, the elections in Paragraph (I) above.

(2) If the Participant's surviving Spouse is not the Participant's sole Designated Beneficiary, distributions to the Designated Beneficiary will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, except that:

(I) If the Participant dies before distributions are required to begin and there is a designated Beneficiary, distributions to the designated Beneficiary are not required to begin by the date specified in Subsection 9.2 B(ii), but the Participant's entire benefit will be distributed to the designated Beneficiary by December 31 of the calendar year containing the fifth anniversary of the Participant's death. If the Participant's surviving Spouse is the Participant's sole designated Beneficiary and the surviving Spouse dies after the Participant but before distributions to either the Participant or the surviving Spouse begin, this election will apply as if the surviving Spouse were the Participant.

(II) Participants or Beneficiaries may elect on an individual basis whether the 5-year rule or the life expectancy rule in this Subsection 9.2 B(ii) and. Subsection 9.2 D(ii) applies to distributions after the death of a Participant who has a designated Beneficiary. The election must be made no later than the earlier of September 30 of the calendar year in which distributions would he required to begin under Subsection 9.2 B(ii), or by September 30 of the calendar year which contains the fifth anniversary of the Participant's (or, if applicable, surviving Spouse's) death. If neither the Participant nor Beneficiary makes an election under this Paragraph (II), distributions will be made in accordance with Subsection 9.2 B(ii) and Subsection 9.2 D(ii), and if applicable, the elections in Paragraph (I) above.

(3) If there is no Designated Beneficiary as of September 30 of the year following the year of the Participant's death, the Participant's entire benefit will be distributed by December 31 of the calendar year containing the fifth anniversary of the Participant's death.

(4) If the Participant's surviving Spouse is the Participant's sole Designated Beneficiary and the surviving Spouse dies after the Participant but before distributions to the surviving Spouse are required to begin, this Section 9.2 B, other than Section 9.2 B(i), will apply as if the surviving Spouse were the Participant.

For purposes of this Subsection B and Section 9.2 E below, unless Subsection (4) above applies, distributions are considered to begin on the Participant's Required Beginning Date. If Subsection (4) above applies, distributions are considered to begin on the date distributions are required to begin to the surviving Spouse under Subsection (1). If distributions under an annuity meeting the requirements of this Section commence to the Participant before the Participant's

Required Beginning Date (or to the Participant's surviving Spouse before the date distributions are required to begin to the surviving Spouse under Subsection (1) above, the date distributions are considered to begin is the date distributions actually commence.

(iii) Form of Distribution. If the Participant's benefit is distributed in the form of an annuity purchased from an insurance company, distributions thereunder will be made in accordance with the requirements of Code Section 401(a)(9) and Treasury Regulation Section 1.401(a)(9). Any part of the Participant's benefit which is in the form of an individual account described in Code Section 414(k) will be distributed in a manner satisfying the requirements of Code Section 401(a)(9) and Treasury Regulation Section 1.401(a)(9) that apply to individual accounts. Unless the Participant's benefit is distributed in the form of an annuity purchased from an insurance company or in a lump-sum on or before the Required Beginning Date, as of the First Distribution Calendar Year distributions will be made on the Required Beginning Date.

C. The minimum amount required to the distributed each year is determined as follows:

(i) General Annuity Requirements. If the Participant's benefit is to be paid in the form of annuity distributions under the Plan, payments under the annuity shall satisfy the following requirements:

(1) the annuity distributions will be paid in periodic payments made at intervals not longer than one year;

(2) the distribution period must be over a life (or lives) or over a period certain not longer than the period described in Section 9.2 D or 9.2 E;

(3) once payments have begun over a period certain, the period certain will be changed only in accordance with Section 1.401(a)(9)-6 of the Treasury Regulations even if the period certain is shorter than the maximum permitted;

(4) payments must either be nonincreasing. or increase only as permitted under Section 1.401(a)(9)-6 of the Treasury Regulations.

(ii) Amount Required to be Distributed by Required Beginning Date. The amount that must be distributed on or before the Participant's Required Beginning Date (or, if the Participant dies before distributions begin, the date distributions are required to begin under Section 9.2 B(ii)(1) or (2)) is the payment that is required for one payment interval. The second payment need not be made until the end of the next payment interval even if that payment interval ends in the next calendar year. All of the Participant's benefit accruals as of the last day of the First Distribution Calendar Year will be included in the calculation of the amount of the annuity payments for payment intervals ending on or after the Participant's Required Beginning Date.

(iii) Additional Accruals After First Distribution Calendar Year. Any additional benefits accruing to the Participant in a calendar year after the First Distribution Calendar Year will be distributed beginning with the first payment interval ending in the calendar year immediately following the calendar year in which the benefit accrues.

D. The following requirements apply to annuity distributions that commence during the Participant's lifetime:

(i) Joint Life Annuities Where the Beneficiary is not the Participant's Spouse. If the Participant's benefit is being distributed in the form of a joint and survivor annuity for the joint lives of the Participant and a nonspouse Beneficiary, annuity payments to be made on or after the Participant's Required Beginning Date to the Designated Beneficiary after the Participant's death must not at any time exceed the applicable percentage of the annuity payment for such period that would have been payable to the Participant. Using the table, and in the manner, set forth in Treasury Regulation Section 1.401(a)(9)-6 to determine the applicable percentage. If the form of distribution combines a joint and survivor annuity for the joint lives of the Participant and a nonspouse Beneficiary and a period certain annuity, the requirement in the preceding sentence will apply to annuity payments to be made to the Designated Beneficiary after the expiration of the period certain.

(ii) Period Certain Annuities. Unless the Participant's Spouse is the sole Designated Beneficiary and the form of distribution is a period certain with no life annuity, the period certain for an annuity distribution commencing during the Participant's lifetime may not exceed the applicable distribution period for the Participant under the Uniform Lifetime Table set forth in Treasury Regulation Section 1.401(a)(9)-9, for the calendar year that contains the Annuity Starting Date. If the Annuity Starting Date precedes the year in which the Participant reaches his Required Beginning Date, the applicable distribution period for the Participant is age at the Required beginning Date under the Uniform Lifetime Table set forth in Treasury Regulation Section 1.401(a)(9)-9, plus the excess of the Participant's age at the Required Beginning Date over the age of the Participant as of the Participant's birthday in the year that contains the Annuity Starting Date. If the Participant's Spouse is the Participant's sole Designated Beneficiary and the form of distribution is a period certain and no life annuity, the period certain may not exceed the longer of the Participant's applicable distribution period as determined under this Section 9.2 D(ii), or the joint life and last survivor expectancy of the Participant and the Participant's Spouse as determined under the Joint and Last Survivor Table set forth in Treasury Regulation Section 1.401(a)(9)-9, using the Participant's and Spouse's attained ages as of the Participant's and Spouse's birthdays in the calendar year that contains the Annuity Starting Date.

E. The following requirements apply to minimum required distributions after a Participant's death.

(i) Participant Dies After Distribution Begins. If the Participant dies after distribution of his or her benefit begins in the form of an annuity meeting the requirements of this Article, the remaining portion of the Participant's benefit will continue to be distributed over the remaining period over which the distribution commenced.

(ii) Participant Dies Before Distribution Begins. If the Participant dies before distributions begin

(1) If the Participant dies before the date distribution of his or her benefit begins and there is a Designated Beneficiary, the Participant's entire benefit will be distributed, beginning no later than the time described in Section 9.2 B(ii)(1) and B(ii)(2), over the life of the Designated Beneficiary or over a period certain not exceeding:

(I) unless the Annuity Starting Date is before the First Distribution Calendar Year, the Life Expectancy of the Designated Beneficiary determined using the Beneficiary's age as of the Beneficiary's birthday in the calendar year immediately following the calendar year of the Participant's death; or

(II) if the Annuity Starting Date is before the First Distribution Calendar Year, the Life Expectancy of the Designated Beneficiary determined using the Beneficiary's age as of the Beneficiary's birthday in the calendar year that contains the Annuity Starting Date.

(2) No Designated Beneficiary. If the Participant dies before the date distribution of his or her benefit begins and there is no Designated Beneficiary as of September 30 of the year following the year of the Participant's death, distribution of the Participant's entire benefit will be completed by December 31 of the calendar year containing the fifth anniversary of the Participant's death.

(3) Death of Surviving Spouse Before Distributions to Surviving Spouse Begin. If the Participant dies before the date distribution or his or her benefit begins, the Participant's surviving Spouse is the Participant's sole Designated Beneficiary, and the surviving Spouse dies before distributions to the surviving Spouse begin, this Section 9.2 E will apply as if the surviving Spouse were the Participant, except that the time by which distributions must begin will be determined without regard to Section 9.2 B(ii)(1).

F. The following definitions apply for purposes of this Article X:

(i) Designated Beneficiary. "Designated Beneficiary" means the individual who is designated by the Participant (or the Participant's surviving Spouse) as the Beneficiary of the Participant's benefit under the Plan and who is the designated Beneficiary under Code Section 401(a)(9) and Treasury Regulation Section 1.401(a)(9)-4.

(ii) Distribution Calendar Year. "Distribution Calendar Year" means a calendar year for which a minimum distribution is required. For distributions beginning before the Participant's death, the First Distribution Calendar Year is the calendar year immediately preceding the calendar year which contains the Participant's Required Beginning Date. For distributions beginning after the Participant's death, the First Distribution Calendar Year is the calendar year in which distributions are required to begin pursuant to Section 9.2 B(ii).

(iii) Life Expectancy. "Life Expectancy" means life expectancy as computed by use of the Single Life Table in Treasury Regulation Section 1.401(a)(9)-9.

(iv) Required Beginning Date. “Required Beginning Date” of a Participant means April 1 of the calendar year following the later of the calendar year in which the Participant, attains age 70 ½ or the calendar year in which the Participant retires, except that benefit distributions to a 5-percent owner must commence by April 1 of the calendar year following the calendar year in which the Participant attains age 70 ½.

(vii) 5-Percent Owner. A “5-percent owner” refers to a Participant who is treated as a 5-percent owner for purposes of this Section because the Participant is a 5-percent owner as defined in Code Section 416 at any time during the Plan Year ending with or within the calendar year in which such owner attains his Required Beginning Date. Once distributions have begun to a 5-percent owner under this Section, they must continue to be distributed, even if the Participant ceases to be a 5-percent owner in a subsequent year.

§9.3 Actuarial Increase Post-Age 70 ½

Except with respect to a 5-percent owner, a Participant's Accrued Benefit will be actuarially increased to take into account the period after age 70 ½ in which the Employee does not receive any benefits under the Plan. The actuarial increase begins on the April 1 following the calendar year in which the Employee attains age 70 ½, and ends on the date on which benefits commence after retirement in an amount sufficient to satisfy Code Section 401(a)(9). The amount of actuarial increase payable as of the end of the period for actuarial increases will be no less than the actuarial equivalent of the Participant's retirement benefits that would have been payable as of the date the actuarial increase must commence plus the actuarial equivalent of additional benefits accrued after that date, reduced by the actuarial equivalent of any distributions made after that date. The actuarial increase under this Section is not in addition to, the actuarial increase required for that same period under Code Section 411 to reflect the delay in payments after normal retirement, except that the actuarial increase required under this Section will be provided even during the period during which an employee is in Code Section 203(a)(3)(B) service. For purposes of Code Section 411(b)(1)(H)(iii), the actuarial increase will be treated as an adjustment attributable to the delay in distribution of benefits after the attainment of normal retirement age. Accordingly, to the extent permitted under Code Section 411(b)(1)(H), the actuarial increase required under this Section will reduce the benefit accrual otherwise required under Code Section 411(b)(1)(H)(i), except that the rules on the suspension of benefits are not applicable.

§9.4 Distribution Absent Election

Unless the Participant elects otherwise, distribution of benefits will begin no later than the 60th day after the close of the Plan Year in which:

(i) the Participant attains age 65 (or Normal Retirement Age, if earlier);

(ii) occurs the 10th anniversary of the year in which the Participant commenced participation in the Plan; or

(iii) the Participant terminates service with the Employer.

Notwithstanding the forgoing, the failure of a Participant and Spouse to consent to a distribution while a benefit is immediately distributable, shall be deemed to be an election to defer commencement of payment of any benefit sufficient to satisfy this Section. An Accrued Benefit is immediately distributable if any part of the Accrued Benefit could be distributed to the Participant (or surviving Spouse) before the Participant attains (or would have attained if not deceased) the later of Normal Retirement Age or age 62.

ARTICLE X
OTHER BENEFIT PROVISIONS

§10.1 Buy-Back of Lump-Sum Distribution

If a Participant receives a lump-sum distribution from the Plan as a result of ceasing to be an Employee, he shall, at such time as he again becomes an Employee, if ever, have the right to restore his or her, Employer-derived Accrued Benefit (including all optional forms of benefits and subsidies relating to such benefits) to the extent forfeited upon the repayment to the Plan of the full amount of the distribution, plus interest compounded annually at the rate determined for purposes of Code Section 411(e)(2)(C) from the date of distribution to the date of repayment. Such right of repayment by the Participant shall terminate five years from the individual again becoming an Employee.

If an Employee is deemed to receive a distribution pursuant to Section 9.1, and the Employee resumes employment covered under this Plan, upon the reemployment of such Employee, the Employer-derived Accrued Benefit will be restored to the amount of such Accrued Benefits on the date of the deemed distribution.

§10.2 Limitation on Effect of Change in Social Security Benefits

As to any Participant who is receiving benefits under this Plan or who has terminated employment and who has any vested Accrued Benefit, no benefit to which such Participant or his Beneficiary is entitled under this Plan may be reduced on account of any increase in Social Security benefit levels payable under Title II of the Social Security Act or any increase in the wage base under Title II.

§10.3 Unable to Locate Participant or Beneficiary

If the Participant or Beneficiary to whom benefits are to be distributed cannot be located, and reasonable efforts have been made to find him, including the sending of notification by certified or registered mail to his last known address, the Administrator may cancel the benefits in question on the records of the Plan and, upon such cancellation, the Plan shall have no further liability therefore, except that, in the event such person later notifies the Administrator of his or her whereabouts at any time before termination and liquidation of the Plan and requests the payment or payments due to him or her under the Plan, the amount so applied shall be paid to him or her as provided in the Plan (including past due payments without interest).

§10.4 Qualified Domestic Relations Orders

A Qualified Domestic Relations Order means a judgment, decree, or order, including approval of a property settlement agreement, which is made pursuant to a state domestic relations law, that provides child support, alimony payments, or marital property rights to a spouse, former spouse, child, or other dependent of a Participant, and which meets the requirements as set forth in Section 206(d)(3) of ERISA. If the Trustee(s) (or their delegate) is presented with a domestic relations order and determines that the order is a Qualified Domestic Relations Order, then notwithstanding any other provisions of this Article X, that portion of a Participant's Accrued Benefit that is subject to the Qualified Domestic Relations Order shall be paid according to the terms of such Order. Further, to the extent provided under a Qualified Domestic Relations Order, a former spouse of a Participant shall be treated as the Spouse or surviving Spouse for all purposes under the Plan.

A domestic relations order that otherwise satisfies the requirements of a Qualified Domestic Relations Order will not fail to be one solely because the order is issued after, or revises, another domestic relations order or qualified domestic relations order; or solely because of the time at which the order is issued, including issuance after the Annuity Starting Date or after the Participant's death.

§10.5 Direct Rollovers

Notwithstanding any provision of the Plan to the contrary that would otherwise limit a Distributee's election under this Article, and subject to Section 14.7, a Distributee may elect, at the time and in the manner prescribed by the Administrator, to have any portion of an Eligible Rollover Distribution paid directly to an Eligible Retirement Plan specified hy the Distributee in a Direct Rollover request. However, the Eligible Rollover Distribution must be equal to at least $500. If an Eligible Rollover Distribution is less than $500, a Distributee may not make the election described in the preceding sentence to rollover a portion of the Eligible Rollover Distribution to an Eligible Retirement Plan.

To elect a Direct Rollover the Distributee must request in writing to the Administrator that all or a specified portion of the Eligible Rollover Distribution be transferred directly to an Eligible Retirement Plan. If more than one Direct Rollover distribution will be made, the notice specified in the preceding sentence of this paragraph must state that the Distributee's initial election to make or not to make a Direct Rollover will remain in effect unless he gives the Administrator written instructions to change the election, in which case the new election will remain in effect until changed.

However, the Distributee shall not be entitled to elect a Direct Rollover pursuant to this Article unless he has obtained a waiver of any applicable Qualified Joint and Survivor Annuity, as required pursuant to Section 9.1.

For purposes of this Section, the following definitions shall apply:

A. <u>Direct Rollover</u>. "Direct Rollover" means a payment by the Plan to the Eligible Retirement Plan specified by the Distributee.

B. Distributee. “Distributee” includes an Employee or former Employee. In addition, the Employees or former Employee's surviving Spouse and the Employee's (or former Employee's) Spouse or former Spouse who is an Alternate Payee under a Qualified Domestic Relations Order, as defined in Code Section 414(p), are Distributees with regard to the interest of the Spouse or former Spouse. A Distributee also includes a non-Spouse Designated Beneficiary. In the case of a non-Spouse Beneficiary, the distribution may only be made as a direct rollover and to an individual retirement account or annuity described in Code Section 408(a) or Code Section 408(b) or a Roth individual retirement account or annuity (described in Code Section 408A), that is established on behalf of the Designated Beneficiary and that will be treated as an inherited IRA pursuant to the provisions of Code Section 402(c)(11)(A).

C. Eligible Retirement Plan. “Eligible Retirement Plan” means a retirement plan which meets. the requirements of Code Section 401(a), an annuity described in Code Section 403(a), an individual retirement account described in Code Section 408(a), or an individual retirement annuity (other than an endowment contract) described in Code Section 408(b), the terms of which permit the acceptance of a Direct Rollover of the Distributee's Eligible Rollover Distribution. An Eligible Retirement Plan shall also mean an annuity contract described in Code Section 403(b) and an eligible plan under Code Section 457(b) which is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state and which agrees to separately account for amounts transferred into such plan from this Plan. Effective for distributions made after December 31, 2007, an Eligible Retirement Plan shall also include a Roth individual retirement account or Roth individual retirement annuity described in Code Section 409A. The Administrator may establish reasonable procedures for ascertaining that the Eligible Retirement Plan meets the preceding requirements.

D. Eligible Rollover Distribution. “Eligible Rollover Distribution” means any distribution from this Plan of all or any portion of the balance to the credit of the Distributee, except that such an Eligible Rollover Distribution does not include: any distribution that is one a series of substantially equal periodic payments (not less frequently than annually) made over the life of the Employee (or the joint lives of the Employee and the Employee's designated Beneficiary), the life expectancy of the Employee (or the joint life and hist survivor expectancy of the Employee and the Employee's designated Beneficiary), or a specified period of ten years or more; any distribution to the extent that such distribution is required under Code Section 401(a)(9); any hardship distribution; the portion of any distribution that is not includable in gross income (determined without regard to the exclusion for net unrealized appreciation with respect to Employer securities described in Code Section 402(c)(4)); and any other distribution (or distributions) that is (are) expected to total less than $200 during a year.

A portion of a distribution shall not fail to be an eligible rollover distribution merely because the portion consists of after-tax employee contributions which are not ineludible in gross income. However, such portion maybe transferred only to (i) an individual retirement account or annuity described in Code Section 408(a) or (b); (ii) a qualified trust or to an annuity contract described in Code Section 403(h), if such trust or contract provides for separate accounting for amounts so transferred (including interest thereon), including separately accounting for the portion of such distribution which is includible in gross income and the portion of such distribution which is not so includible.

In the event of a mandatory distribution greater than $1,000 and not more than $7,000 ($5,000 for Plan Years beginning before January 1, 2024) in accordance with the provisions of Section 10.1 of this Plan, if the Participant does not elect to have such distribution paid directly to an Eligible Retirement Plan specified by the Participant in a Direct Rollover or to receive the distribution directly, then the Administrator will pay the distribution in a Direct Rollover to an individual retirement plan designated by the Administrator.

§10.6 Special Financial Assistance by Pension Benefit Guaranty Corporation ("PBGC")

Beginning with the Special Financial Assistance ("SFA") measurement date selected by the Plan in the Plan's application for special financial assistance (i.e., December 31, 2021), and notwithstanding anything to the contrary in this or any other governing document, the Plan shall be administered in accordance with the restrictions and conditions specified in Section 4262 of ERISA and 29 CFR part 4262. This amendment is contingent upon approval by PBGC of the Plan's application for SFA; and

Effective as of the first month in which SFA is paid to the Plan, the Plan shall reinstate all benefits that were suspended under Sections 305(e)(9) or 4245(a) of ERISA. The Plan shall pay each Participant and Beneficiary that is in pay status as of the date SFA is paid to the Plan, the aggregate amount of the Participant's or Beneficiary's benefits that were not paid because of the suspension, with no actuarial adjustment or interest. Such payment shall be made in a lump-sum no later than 3 months after the date the SFA is paid to the Plan, irrespective of whether the Participant or Beneficiary dies after the date SFA is paid.

ARTICLE XI
AUTHORITY OF TRUSTEE

§11.1 Appointment and Powers of Independent Trustee

Effective June 13, 2025, an independent Trustee of the Fund was appointed to replace the Fund's former Board of Trustees. The decisions of this single independent Trustee in all matters pertaining to the administration of the Plan shall be final and binding on all persons. The Trustee may make such rules and prescribe such procedures for the administration of the Plan as he shall deem necessary and reasonable. Any construction, interpretation or application of the Plan by the Trustee shall be conclusive and binding on all parties. The Trustee has the sole authority and discretion to interpret the provisions of the Plan and Trust Agreement, including ambiguous provisions, to determine all questions of eligibility for benefits and the amount of benefits.

The Trustee shall have the right to require, as a condition precedent to the payment of any benefit under the Plan, all information that he deems reasonably necessary, including but not limited to, records of employment, proof of dates of birth and/or death, and evidence of existence.

No benefit depending in any way upon such information shall be payable unless and until an application is filed by the Participant or Beneficiary and the required information is furnished.

The Trustee may, at any time, amend the Plan in any respect provided such amendment is consistent with applicable law. Any amendment of the Plan shall be adopted by formal written action of the Trustee. Any such amendment shall become effective as provided therein, upon its execution.

§11.2 Delegation of Discretionary Responsibilities

The Trustee may delegate any of his discretionary responsibilities and may authorize one or more agents to act on his behalf, and may contract for investment, actuarial, legal, advisory, accounting, clerical, administrative, or other services to carry out the Plan, as in his discretion the Trustee deems necessary or appropriate. The costs of such services and the expenses of the Trustee shall be paid from the Fund, including the costs of fiduciary liability insurance as permitted by ERISA.

Any specific duty that has been delegated shall be the sole responsibility of the person to whom it was so delegated.

§11.3 Appointment of Administrator

The day to day administration of the Plan has been delegated to an Administrator, who was appointed by the prior Board of Trustees and who reports to the current Trustee.

§11.4 Right to Perform Alternative Acts

If it becomes impossible for the Administrator or the Trustee to perform any act required by this Plan, then the Administrator or the Trustee may perform such alternative act which most clearly carries out the intent and purpose of this Plan.

ARTICLE XII
CLAIMS PROCEDURE

§12.1 Applications for Benefits

No benefit shall be payable under this Plan except upon the filing with the Administrator of a proper and complete application therefore on forms supplied by the Administrator. Written notice of the disposition of any such claim for benefits shall be furnished by the Administrator to the claimant within 90 days (45 days in the ease of a claim regarding Total and Permanent Disability) after the date on which the claimant's application is filed. If the claim is denied, the reasons for the denial shall be specifically set forth in the notice in language calculated to be understood by the claimant, pertinent provisions of the Plan shall be cited, and where appropriate, a description of any additional material or information necessary for the claimant to perfect the claim and an explanation why such material and information is necessary, shall be provided. In addition, the claimant shall be furnished with an explanation of the Plan's appeal procedure as set forth immediately below and a statement of the claimant's rights to bring a civil action under ERISA Section 502(a) following an adverse benefit determination on review, within two years following the receipt of the denial of the appeal.

§12.2 Review of Benefit Denial

Any Participant or Beneficiary who has been denied a benefit by a decision of the Administrator pursuant to Section 12.1 above shall be entitled to file a written request with the Trustee(s) for a review of the denial. Such request, together with a written statement of the reasons for which the claimant believes his claim should be allowed, shall be filed with the Trustees no later than 60 days (180 days for a claim regarding Total and Permanent Disability) after receipt of the written notification provided for in Section 12.1 above. As part of the appeal process, the claimant or his representative shall have an opportunity to review all documents in the possession of the Administrator that are pertinent to the claim at issue and its disallowance. A final decision as to the allowance of the claim shall be communicated by the Trustee(s) to the claimant or his representative within 60 days of receipt by the Trustee(s) of the appeal (unless there has been an extension of the 60-day period due to special circumstances, provided the delay and the special circumstances occasioning it are communicated to the claimant within the 60-day period). Such communication shall be written in a manner calculated to be understood by the claimant and shall include specific reasons for the decision and specific references to the pertinent Plan provisions on which the decision is based and a statement of the claimant's right to bring a civil action under ERISA Section 502(a) within two years following the receipt of the denial.

The decision of the Trustee with respect to any appeal shall be final and binding upon all parties, including the claimant and any person representing the claimant. This appeals procedure shall be the sole and exclusive procedure available to an individual who is dissatisfied with a decision of any kind relating to an application for benefits. The Plan's appeals procedures must be exhausted before the claimant can avail himself or herself of any procedure outside of the rules and regulations of the Plan.

§12.3 Filing Lawsuit

A claimant whose claim for benefits and appeal has been denied and who wishes to bring suit must do so within two years from the date on which the Trustee makes a final decision on the claimant's appeal. For all other actions, the claimant must commence that litigation within two years after the date on which the violation is alleged to have occurred or any other claim accrued. All suits against the Plan must be filed in the United States District Court for the Northern District of New York. A claimant includes, but is not limited to, a Participant, his or her Spouse or Beneficiary, and any third party suing with respect to payment alleged to be owed by the Plan on behalf of a Participant, Spouse, Beneficiary or other party. This Section applies to all litigation against the Plan, including litigation in which the Plan is named as a third-party defendant.

ARTICLE XIII
AMENDMENT, TERMINATION, MERGER AND CONSOLIDATION

§13.1 Amendment

The Trustee(s) reserve the right to amend this Plan at any time. In no event, however, shall any such amendment be adopted which would cause or permit any portion of the Fund (other than such portion as is required to pay taxes and administrative expenses) to be used for or diverted to purposes other than for the exclusive benefit of the Participants or their Beneficiaries or to revert to or become the property of any Employer or the Union.

No amendment to the Plan shall be effective to the extent that it has the effect of decreasing a Participant's Accrued Benefit except that a Participant's Accrued Benefit, early retirement benefit, retirement-type subsidy, or optional form of benefit may be reduced to the extent permitted under Code Section 412(d)(2) or to the extent permitted under Treasury Regulations Sections 1.411(d)-3 and 1.411(d)-4. For purposes of this paragraph, a Plan amendment which has the effect of decreasing a Participant's Accrued Benefit or eliminating an optional form of benefit, with respect to benefits attributable to service before the amendment shall be treated as reducing an Accrued Benefit.

If the Plan's vesting schedule is amended or the Plan is amended in any way that directly or indirectly affects the computation of a Participant's nonforfeitable percentage, or if the Plan is deemed amended by an automatic change to or from a top-heavy vesting schedule, in the case of an employee who is a Participant as of the later of the date such amendment or change is adopted or the date it becomes effective, the nonforfeitable percentage (determined as of such date) of such employee's employer-provided accrued benefit will not be less than the percentage computed under the Plan without regard to such amendment or change. Furthermore, each Participant with at least 3 years or Vesting Service with the Employers maintaining the Plan may elect within a reasonable period after the adoption of the amendment or change, to have his nonforfeitable percentage computed under the Plan without regard to such amendment or change. The period during which the election may be made shall commence with the date the amendment is adopted or deemed to be made and shall end on the latest of:

A. 60 days after the amendment is adopted;

B. 60 days after the amendment becomes effective; or

C. 60 days after the Participant is issued written notice of the amendment by the Administrator.

With respect to benefits accrued as of the later of the adoption or effective date of the amendment, the vested percentage of each Participant will be the greater of the vested percentage under the old vesting schedule or the vested percentage under the new vesting schedule.

§13.2 Termination

Upon complete termination or partial termination of the Plan, each affected Participant shall be 100% vested in his Accrued Benefit (to the extent funded as of the date of such termination or partial termination).

In no event, shall any assets of the Fund, properly received, revert to or be paid to any Employer or the Union.

§13.3 Plan Merger or Consolidation

In the case of any merger or consolidation with, or transfer of any assets or liabilities to, any other retirement plan, each Participant in this Plan on the date thereof must be entitled to receive a benefit immediately after the merger, consolidation, or transfer which is equal to or greater than the benefit he would have been entitled to receive immediately before the merger, consolidation, or transfer.

ARTICLE XIV
MISCELLANEOUS

§14.1 Laws of the State of New York to Apply

To the extent not pre-empted by ERISA or other Federal laws, this Plan shall be construed according to the laws of the State of New York.

§14.2 Credit for Qualified Military Service

Notwithstanding any provision of this Plan to the contrary, contributions, benefits and service credit with respect to qualified military service will be provided in accordance with Code Section 414(u). If a Participant dies while performing qualified military service (as defined in Code Section 414(u)), the survivors of the Participant are entitled to any additional benefits (other than benefit accruals relating to the period of qualified military service) provided under the Plan as if the Participant had resumed and then terminated employment on account of death.

The rules for differential wage payments are as follows: (i) an individual receiving a differential wage payment, as defined by Code Section 3401(h)(2), shall be treated as an Employee of the Employer making the payment, (ii) the differential wage payment shall be treated as compensation, and (iii) the Plan shall not be treated as failing to meet the requirements of any provision described in Code Section 414(u)(1)(C) by reason of any contribution or benefit which is based on the differential wage payment.

§14.3 Participant Cannot Transfer or Assign Benefits

No benefit or interest available hereunder will be subject to assignment or alienation, either voluntarily or involuntarily. Thus, none of the benefits, payments, proceeds, claims, or rights of any Participant hereunder shall be subject to any claim of any creditor of the Participant, nor shall any Participant have any right to transfer, assign, encumber, or otherwise alienate, any of the benefits or proceeds which he may expect to receive, contingently or otherwise under this Plan. However, notwithstanding any restrictions on the time of distribution which would otherwise apply under this Plan, distributions with respect to a Qualified Domestic Relations Order may be made at any time required by the order.

§14.4 Recovery of Certain Payments

To the maximum extent permitted by applicable law, if the Trustee pays benefits to which a Participant, Spouse, alternate payee, or Beneficiary is not entitled or pays benefits in an amount greater than the benefits to which a Participant, Spouse, alternate payee or Beneficiary is entitled (all such benefits hereinafter "Overpayment(s)"), the Trustee has the right to recover such Overpayment in accordance with this Section. In addition to other available remedies, this may include offsetting future benefits otherwise payable by the Plan to a Participant or to any person who is entitled to benefits with respect to that Participant, including but not limited to a Spouse, alternate payee and Beneficiary.

In the event of such an Overpayment: (i) the Plan shall have a constructive trust, lien and/or an equitable lien by agreement in favor of the Plan on any Overpayment, including amounts held by a third party, such as an attorney; (ii) any such amount will be deemed to be held in trust by the Participant, Spouse, alternate payee, or Beneficiary for the benefit of the Plan until paid to the Plan; (iii) by accepting benefits from the Plan, the Participant, Spouse, alternate payee, and Beneficiary agree that a constructive trust, lien, and/or equitable lien by agreement in favor of the Plan exists with regard to any Overpayment; (iv) the Participant, Spouse, alternate payee, and Beneficiary agree to cooperate with the Plan by reimbursing all amounts due, agree to be liable to the Plan for all of its costs and expenses, including attorneys' fees and costs, related to the collection of any Overpayment and agree to pay interest at the rate determined by the Trustee from time to time from the date of the Overpayment through the date that the Plan is paid the full amount owed, to the extent permitted by law; (v) any refusal by a Participant, Spouse, alternate payee, or Beneficiary to reimburse the Plan for an Overpayment will be considered a breach of the agreement with the Plan that the Plan will provide the benefits available under the Plan and those persons will comply with the rules of the Plan; (vi) by accepting benefits from the Plan, a Participant, Spouse, alternate payee, or Beneficiary affirmatively waives any defenses they may have in any action by the Plan to recover overpaid amounts or amounts due under any other rule of the Plan, including but not limited to a statute of limitations defense or a preemption defense; and (vii) the Plan has the right to file suit to collect an Overpayment in any state or federal court that has jurisdiction over the Plan's claim.

§14.5 Savings Provision

Should any provision of the Plan be held to be unlawful, or unlawful as to any person or instance, such fact shall not adversely affect the other provisions herein contained or the application of said provisions to any other persons or instance, unless such illegality shall make impossible the functioning of the Plan. The provision or provisions held illegal or invalid shall be fully severable, and the Plan shall be construed and enforced as if said provisions had never been inserted herein.

§14.6 Number and Gender

When appropriate the singular as used in this Plan shall include the plural and vice versa, and the masculine shall include the feminine.

§14.7 Effect of Pension Protection Act of 2006

Notwithstanding any other provision of this Plan to the contrary, no payment of lump-sum distributions or installment payments may be made, or commence to be made, while this Plan is in either critical or endangered status under pertinent provisions of the Pension Protection Act of 2006.

This Restatement of the America's Family Defined Benefit Retirement Plan was adopted on the date indicated below.

DATE: 12/30/2025

Benjamin M. Eisner, Trustee

Appendix A

Any individual who was a participant in a pension plan on the date that such pension plan merged into this Plan, became a Participant in this Plan on the date of such merger. The rules of this Plan, in effect as of the date such individual terminated employment, are the rules that apply in determining a Participant's eligibility for benefits, as modified by this Appendix.

I. FOR INDIVIDUALS WHO ARE FORMER PARTICIPANTS IN THE EMPLOYEES' RETIREMENT PLAN OF AGWAY WIDEWATERS CORPORATION ON THE DATE OF THE MERGER INTO THIS PLAN

On October 1, 2002, Agway, Inc. and its subsidiaries filed for Chapter 11 reorganization with the U.S. Bankruptcy Court for the Northern District of New York ("Bankruptcy Court"). On May 31, 2004, all employees of Agway, Inc. were terminated from employment, all benefit accruals ceased under the Employees' Retirement Plan of Agway, Inc. ("Agway Inc. Plan") and all Participants in that plan became 100% vested in their accrued benefit under that plan. On October 10, 2007, the sponsor of the Agway, Inc. Plan was changed from Agway, Inc. to Agway Widewaters Corporation by order of the Bankruptcy Court and the name of the Agway Inc. Plan was changed to the Employees' Retirement Plan of Agway Widewaters Corporation ("Agway Plan"). The Agway Plan was restated as of January 1, 2010 and was merged with the Plan on December 31, 2014. The accrued benefits of Participants in the Agway Plan were initially determined by the administrator of the Agway Plan and are payable by the Plan.

The following provisions apply to the calculation of benefits payable to individuals who were formerly Participants in the Agway Plan and who are now Participants in this Plan:

A. <u>DEFINITIONS</u>

"Average Final Compensation" means the average annual Compensation of a Participant during the 36 consecutive months in the last 120 months of his Benefit Service that produces the highest such average. If the Participant has earned Benefit Service for a period less than 36 months, then Average Final Compensation is the average Compensation during all of the months of the Participant's Benefit Service. However, Average Final Compensation used under the *Prior Plan Design* described in C. below means the average annual Compensation of a Participant during the 60 consecutive months in the last 120 months of a Participant's Benefit Service that produces the highest such average. If the Participant has earned Benefit Service for a period less than 60 months, then Average Final Compensation is the average Compensation during all of the months of the Participant's Benefit Service.

"Benefit Service" is the total years and months that a Participants works as a full-time employee of Agway, Inc. or a subsidiary that participated in the Agway Plan. Benefit Service is credited for each month in which the Participant works at least one day.

"Compensation" means regular salary or wages paid to an employee for services rendered to Agway, Inc. or a subsidiary that participated in the Agway Plan, including overtime, vacation pay, bonuses and special pay.

"Eastern States Benefit" and **"Pennsylvania Farm Bureau Benefit"** are the benefits attributable to accruals earned under any group annuity contract in effect under the terms of the Eastern States Plan or the Pennsylvania Farm Bureau Retirement Plan for former Participants in those plans. The Eastern State Plan and the Pennsylvania Farm Bureau Retirement Plan merged into the Agway Inc. Plan prior to its merger with this Plan.

"Equivalent Actuarial Value" means a form of benefit differing in time, period or manner of payment from a specified form of benefit provided under the Agway Plan, but having the same value when calculated using the actuarial assumptions in the Agway Plan.

"Normal Retirement Date" means the first day of the calendar month next following the Participant's attainment of age 65.

"Prior Plan Design" means the provisions of the Agway, Inc. Plan as it existed prior to July 1, 1998.

"Social Security Benefit" means the annual primary insurance benefit to which the Participant is entitled under Title II of the Social Security Act in effect at the time of retirement or termination of service; however, in the case of early retirement, a retirement due to separation or termination from employment, disability retirement or a spouse's allowance, the Social Security Benefit is computed based on the assumption that the Participant remains in service to age 65 at the same annual rate of Compensation.

"Social Security Taxable Wage Base" means the annual amount of compensation subject to Social Security taxes each year.

"Vesting Service" means all service with Agway, Inc., or an employer that is required to be aggregated with Agway, Inc. under the Internal Revenue Code for purposes of determining eligibility for benefits.

B. PARTICIPATION

A former employee of Agway, Inc. or a subsidiary of Agway, Inc. (collectively "Agway") that participated in the Agway Plan who was (i) not a member of a collective bargaining unit, or (ii) who is a member of a collective bargaining unit covered by an agreement requiring contributions to be made to the Agway Plan, became a Participant in the Agway Plan as of the first day of the calendar month coincident with or next following the date the employee completed one Year of Continuous Service. For this purpose, a "Year of Continuous Service" is a 12-month period beginning with the first date of employment with Agway, Inc., or a subsidiary of Agway, Inc. as described above herein, during which an employee completed at least 1,000 hours of service. If an employee did not complete 1,000 hours of service during the first 12 months of employment, then the employee became a Participant on January 1 of the year following the year in which he completed at least 1,000 hours.

C. ACCOUNT BALANCE FORMULA

Retirement Benefit

The Retirement Benefit payable to Participants who were employed by Agway is an annuity payable for the life of the Participant and is equal to the Equivalent Actuarial Value of the Participant's account balance, as determined below, plus an annual interest credit, as determined below.

Condition for Benefit
A Participant who has reached age 55 and who has retired from service with Agway, or who has completed five years of Vesting Service, is eligible for a retirement benefit.

Amount of Benefit:
The benefit payable is determined based on the value of an account balance equal to the Participant's Aggregate Base Percentage multiplied by the Average Final Compensation, plus the Aggregate Supplementary Percentage, multiplied by the portion of Average Final Compensation in excess of one-half of the Social Security Taxable Wage Base.

A Participant's Aggregate Base Percentage and Aggregate Supplementary Percentage are accumulated over the Participant's career with Agway according to the following schedule for benefits earned on and after July 1, 1998 and before May 31, 2004:

Age plus Benefit Service on first day of Quarter	Annual Base Percentage	Annual Supplementary Percentage
Less than 30	5%	1%
At least 30 but less than 40	6%	2%
At least 40 but less than 50	8%	2%
At least 50 but less than 60	10%	2%
60 and over	12%	3%

A Participant's Aggregate Base Percentage and Aggregate Supplementary Percentage are calculated at the beginning of each calendar quarter and are prorated if less than three months service was earned during a quarter. Benefit Service earned prior to July 1, 1998 was credited at rates estimated to be 75% of the rates shown above.

The annual interest credit to each Participant's account balance under the Agway Plan is equal to the lesser of the applicable IRS interest rate specified in the applicable Agway Plan document or 5%. Eligible Participants may be entitled to additional benefits under the Prior Plan Design, as described in D. below. Upon your request, the Fund Office will provide you with a copy of the applicable Agway Plan document.

Pre-Retirement Death Benefit

If a Participant dies after attaining age 55, or completing five years of Vesting Service, a benefit is payable to the Participant’s spouse or beneficiary equal to the Equivalent Actuarial Value of the account balance.

Normal Form of Benefit

If the Participant is not married, an annuity is paid for the life of the Participant only. If the Participant is married, an annuity that is the Equivalent Actuarial Value of the life annuity is payable for the life of the Participant and after the Participant’s death, one-half of such reduced amount is payable for the life of the Participant’s spouse.

Optional Benefit Forms

A Participant may elect, subject to spousal consent, to convert the Retirement Benefit described above into a benefit of Equivalent Actuarial Value in accordance with one of the optional benefit forms below:

Option 1. A retirement benefit payable for the retired Participant's life, with no benefit payable after death; or

Option 2. A reduced retirement benefit payable during the retired Participant’s life, with the provision that after the Participant’s death, the benefit is to continue to be paid to the Participant’s designated beneficiary during his or her lifetime, if such person survives the Participant; or

Option 3. A reduced retirement benefit payable during the retired Participant’s life, with the provision that after death a benefit at 50% or 75% of the rate of the reduced benefit is to be continued during the retired Participant’s life and is to be paid to the beneficiary designated by the Participant at the time of retirement, if such person survives the Participant; or

Option 4. A reduced retirement benefit payable during the retired Participant's life, with the provision that if the Participant dies within the 10-year period following the date the benefit commenced the reduced benefit is to be continued for the balance of the 10-year period to the beneficiary designated by the Participant at the time of retirement. If both the retired Participant and the designated beneficiary do not survive the 10-year period, the commuted value of any remaining payments is to be paid to the legal representative of the last to survive of the retired Participant and the person so designated; or

Option 5. A single sum payment equal to the account balance, subject to the limitations on such payment under PBGC rules.

D. PRIOR PLAN DESIGN

Benefits under the Account Balance Formula described in C. above shall not be less than the benefits accrued under the Prior Plan Design described below based on Benefit Service and Average Final Compensation determined as of June 30, 1998. In addition, Participants who are active employees of Agway on July 1, 1998, and who had never received a benefit payment from the Agway Plan and whose age, plus Benefit Service totaled at least 55 as of July 1, 1998, are eligible for benefits for all Benefit Service equal to the greater of the benefit determined under the Account Balance Formula described in C. above or the benefit determined under the Prior Plan Design described below.

Normal Retirement Benefit

Condition for Benefit
A Participant may retire with a Normal Retirement Benefit at or after his Normal Retirement Date.

Amount of Benefit
Upon retirement at his Normal Retirement Date, a Participant's annual Normal Retirement Benefit is equal to the greatest of:

(1) 1% of the Participant's Average Final Compensation, multiplied by the number of his years of Benefit Service; or

(2) 1.6% of the Participant's Average Final Compensation, multiplied by the number of his years of Benefit Service reduced by one-half of his annual Social Security Benefit; or

(3) In the case of a Participant who was in the employ of Agway Inc. on June 30, 1974, the sum of (i) the amount of his benefit accrued as of December 31, 1975, plus (ii) his Eastern States Benefit, plus (iii) the sum of 1% of the Compensation received during each year of Benefit Service on and after January 1, 1976 not in excess of $4,800 plus 1-1/2% of the part of such Compensation in excess of $4,800; or

(4) The Participant’s accrued benefit as of December 31, 1993 plus the amount calculated in (1), (2), or (3) above using Benefit Service earned on and after January 1, 1994.

Early Retirement Benefit

Condition for Benefit
A Participant who has attained age 55 and has completed at least 5 years of Vesting Service, may retire with an Early Retirement Benefit.

Timing and Amount of Benefit
The Early Retirement Benefit can start on the later of 1) either the Participant's retirement date, or 2) the first day of the month following the date the Participant reaches age 62. The amount of the Early Retirement Benefit is equal to the Normal Retirement Benefit accrued to the date of Early Retirement, except that if the formula described in (2) above under the Normal Retirement Benefit above applies, the amount determined as one-half of his annual Social Security Benefit is to be computed as in (2)(b) below.

Option to Elect a Benefit Payable Sooner

If the Participant retires before age 62, instead of electing the Early Retirement Benefit, he may elect to receive an immediate benefit that is equal to the greater of:

(1) The accrued Normal Retirement Benefit under formula (1) or (3) above, whichever is greater, reduced by 1/3 of 1% for each month the commencement date of his benefit precedes the first day of the month following age 62; or

(2) (a) 1.6% of the Participant's Average Final Compensation, multiplied by the number of his years of Benefit Service, reduced by 1/3 of 1% for each month the commencement date of his benefit precedes the first day of the month following age 62; less

(b) One-half of his annual Social Security Benefit multiplied by the ratio of his years of Benefit Service at his commencement date to the years of Benefit Service he would have completed had he continued in service to his Normal Retirement Date, based on the assumption he continued in service to his Normal Retirement Date at the same annual rate of Compensation, reduced by 1/3 of 1% for each month his commencement date precedes his Normal Retirement Date.

The guarantee of the December 31, 1993 accrued benefit described under formula (4) above is applicable for the Early Retirement Benefit.

Total Disability Benefit

Condition for Benefit

A Participant who became totally disabled while working in covered employment as determined by the administrator of the Agway Plan, who is not eligible for an Early Retirement Benefit, and has completed 5 years of Vesting Service, may retire with a Total Disability Benefit.

Amount of Benefit

The Total Disability Benefit is a deferred benefit that starts at age 65 and is equal to the Normal Retirement Benefit that accrued as of the date of separation from employment. In determining the amount payable under formula (2) for the Normal Retirement Benefit above on page 5, the amount computed as the Participant's annual Social Security Benefit is based on the assumption that the Participant continued to work until his Normal Retirement Date at the same annual rate of Compensation multiplied by the ratio of his years of Benefit Service at his date of separation to the years of Benefit Service had he remained to his Normal Retirement Date.

Option to Elect a Benefit Payable Sooner

Instead of electing a Total Disability Benefit that is not payable until age 65. A Participant can choose to elect a benefit that starts immediately that is the Equivalent Actuarial Value of the benefit otherwise payable at age 65.

Termination Benefit

Condition for Benefit
A Participant who has completed 5 years of Vesting Service and whose employment with Agway is terminated for reasons other than retirement, death, or total disability, is 100% vested and eligible for a Termination Benefit.

Amount of Benefit
The Termination Benefit is a deferred benefit commencing at age 65 and equal to the Normal Retirement Benefit accrued as of the date of termination from employment, except that in determining the amount payable under the Normal Retirement Benefit formula (2) above on page 5, the amount computed as the Participant's annual Social Security Benefit is based on the assumption that he continued to work until his Normal Retirement Date at the same annual rate of Compensation multiplied by the ratio of his years of Benefit Service at his date of termination to the years of Benefit Service had he remained to his Normal Retirement Date.

Option to Elect A Benefit Payable Sooner
Instead of electing the Termination Benefit that is not payable until age 65, a Participant may elect a benefit commencing on or after age 55, that is the Equivalent Actuarial Value of the benefit otherwise payable at age 65.

Options Available in Case of a Permanent Location or Operation Shutdown
In the case of permanent location or operation shutdown, instead of electing the Termination Benefit, which starts on or after age 65, a Participant may elect either 1) a benefit that starts immediately and that is the Equivalent Actuarial Value of the deferred Termination Benefit, or 2) a lump-sum payment that is the Equivalent Actuarial Value of the deferred benefit.

Pre-Retirement Death Benefit

A benefit is payable to a Participant's spouse upon his death in active service after he has met the requirements for a Termination Benefit or has reached age 55. The benefit payable to his surviving spouse is equal to the benefit that would have been payable to the spouse had the Participant terminated on the day preceding his death and elected a 100% joint and survivor annuity. However, such payments to the spouse will not commence prior to the date the Participant would have been age 55.

Special Provisions Relating to former Pennsylvania Farm Bureau Employees

With respect to former Pennsylvania Farm Bureau employees who were Participants in the Agway Plan, Benefit Service shall include service with Pennsylvania Farm Bureau for purposes of calculating the Agway Plan benefit, however, the amount of the Pennsylvania Farm Bureau Benefit shall be deducted from the benefit otherwise earned under the Agway Plan as described above.

Forms of Benefit Payable Under the Prior Plan Design

The normal form of benefit and the optional benefit forms, as described for benefits payable using the Account Balance Formula, also apply to benefits determined under the Prior Plan Design, except that under the Prior Plan Design, a single sum payment is only available if the Equivalent Actuarial Value of the benefit under the Prior Plan Design does not exceed $5,000.

II. FOR INDIVIDUALS WHO ARE FORMER PARTICIPANTS IN THE CLEARING-NIAGARA INC. UNION (UAW LOCAL 508) PENSION PLAN ("CLEARING-NIAGARA PLAN") ON THE DATE OF THE MERGER INTO THIS PLAN

The Clearing-Niagara Plan was merged with the Plan effective September 30, 2002. Under the Merger Agreement, individuals who were Participants in the Clearing-Niagara Plan on the date of such merger became Participants in this Plan under the terms of this Plan. The accrued benefits of Participants of the former Clearing-Niagara Plan as of September 30, 2002 were initially determined by the administrator of the Clearing-Niagara Plan and are payable by this Plan.

The following provisions apply to the calculation of benefits payable to individuals who were formerly Participants in the Clearing-Niagara Plan:

A. DEFINITIONS

"Benefit Service" means all service as an employee of CNB International, Inc. covered by the collective bargaining agreement with UAW Local 508 for purposes of determining benefit amounts. For this purpose, a year of Benefit Service is a calendar year during which an employee completes at least 1,000 hours of service. If an employee does not complete 1,000 hours of service during a calendar year, the employee will earn 1/10th of a year of Benefit Service for each 100 hours of service during the calendar year.

"Normal Retirement Date" means the earlier of age 62 with 5 years of participation in the Clearing-Niagara Plan, or age 68.

"Vesting Service" means all service with CNB International, Inc. for purposes of determining eligibility for benefits. For this purpose, a year of Vesting Service is a calendar year during which an employee completes at least 1,000 hours of service. If an employee does not complete 1,000 hours of service during a calendar year, the employee will earn 1/10th of a year of Vesting Service for each 100 hours of service during the calendar year.

B. PARTICIPATION

Every employee of CNB International, Inc. covered by the collective bargaining agreement with UAW Local 508 became a Participant in the Clearing-Niagara Plan as of his date of hire.

C. BENEFIT FORMULA

Normal Retirement Benefit

Condition for Benefit
A Participant may retire with a Normal Retirement Benefit on or after his Normal Retirement Date.

Amount of Benefit

Upon retirement on or after his Normal Retirement Date, a Participant's monthly Normal Retirement Benefit is determined by multiplying the Participant's years of Benefit Service times the applicable Monthly Benefit Rate.

The Monthly Benefit Rate used to calculate a Participant's benefit is the Monthly Benefit Rate in effect on the last day of work as an employee covered by a collective bargaining agreement that required contributions to be made to the Clearing-Niagara Plan on his behalf. The Monthly Benefit Rate is:

Last Day of Work	Monthly Benefit Rate
On or after July 1, 1988, but before July 1, 1989	$15.00
On or after July 1, 1989, but before July 1, 1990	$15.50
On or after July 1, 1990, but before July 1, 1991	$16.00
On or after July 1, 1991, but before July 1, 1992	$16.50
On or after July 1, 1992, but before July 1, 1993	$17.50
On or after July 1, 1993, but before July 1, 1994	$19.50
On or after July 1, 1994, but before July 1, 1995	$21.00
On or after July 1, 1995, but before July 1, 1996	$22.50
On or after July 1, 1996, but before July 1, 1997	$25.00
On or after July 1, 1997, but before July 1, 1998	$26.00
On or after July 1, 1998, but before July 1, 1999	$27.00
On or after July 1, 1999, but before July 1, 2000	$28.00

Early Retirement Benefit

Condition for Benefit

A Participant who is between the ages of 60 and 62 and has completed at least 10 years of Vesting Service may retire with an Early Retirement Benefit.

Amount of Benefit

The Early Retirement Benefit commences upon the later of the Participant's retirement date or the first day of the month following the date the Participant reaches age 62. The Early Retirement Benefit is equal to the Normal Retirement Benefit accrued to the date of Early Retirement and reduced by 1/3 of 1% for each full month that the Participant's benefit start date precedes age 62.

Termination Benefit

Condition for Benefit

A Participant who has completed 5 years of Vesting Service and whose service is terminated for reasons other than retirement, death, or total disability, is 100% vested and eligible for a Termination Benefit.

Amount of Benefit

The Termination Benefit is a deferred benefit that starts on or after the Participant's Normal Retirement Date.

Option to Elect a Benefit Payable Sooner

Instead of electing the Termination Benefit that is not payable until the Participant reaches his Normal Retirement Date, a Participant may elect a benefit that starts on or after age 60, that is equal to the actuarial equivalent of the benefit otherwise payable at the Participant's Normal Retirement Date.

Pre-Retirement Death Benefit

A benefit is payable to a Participant's spouse upon his death if the Participant was married to his spouse for the one-year period ending on his death and he has met the requirements for an Early Retirement Benefit or a Termination Benefit. The benefit payable to his surviving spouse is equal to the benefit that would have been payable to the spouse had the Participant terminated on the day preceding his death and elected a 50% joint and survivor annuity under Option 3 below on page 10.

Normal Form of Benefit

If the Participant is not married, the normal form of benefit payment is a life annuity paid for the life of the Participant only. If the Participant is married and retires on or after his Normal Retirement Date, a *Special Automatic Spouse's Pension* is payable. Under this form of benefit, the benefit payable to the Participant as a life annuity is reduced by 15%, if the Participant is no more than 5 years older than his spouse, or an additional ½ of 1% for each full year in excess of 5 years that the Participant is older than his spouse. If the Participant terminates employment or retires before his Normal Retirement Date, a *Regular Automatic Spouse's Pension* is payable. Under this form of benefit, the benefit payable to the Participant as a life annuity benefit is actuarially reduced and, after the Participant's death, the spouse, if living, will receive a lifetime benefit equal to 50% of the Participant's reduced benefit.

Optional Benefit Forms

A Participant may elect, subject to spousal consent, to convert the benefits otherwise payable in the normal form of benefit described above into a retirement benefit of the same actuarial equivalent value in accordance with one of the optional benefit forms below:

Option 1. A retirement benefit payable for the retired Participant's life, with no benefit payable after death; or

Option 2. A reduced retirement benefit payable during the retired Participant's life, with the provision that after death it is to continue during the life of and is to be paid to the beneficiary designated by the Participant at the time of retirement, if such person survives the Participant; or

Option 3. A reduced retirement benefit payable during the retired Participant's life, with the provision that after death a benefit at 50% or 75% of the rate of the reduced benefit is to be continued during the life of and is to be paid to the beneficiary designated by the Participant at the time of retirement, if such person survives the Participant; or

Option 4. A reduced retirement benefit payable during the retired Participant's life, with an increased benefit paid after Early Retirement and before Social Security benefits are scheduled to start, and a reduced benefit paid thereafter.

III. FOR INDIVIDUALS WHO ARE NON-UNION EMPLOYEES AND FORMER PARTICIPANTS IN THE LEROY INDUSTRIES, INC. PENSION PLAN ("LEROY PLAN") ON THE DATE OF THE MERGER INTO THIS PLAN

The LeRoy Plan was merged with the Plan effective October 28, 1999. Under the Merger Agreement, the individuals who were Participants in the LeRoy Plan became Participants in this Plan under the terms of this Plan. The accrued benefits of Participants in the LeRoy Plan as of October 28, 1999 were initially determined by the administrator of the LeRoy Plan and are payable by the Plan.

The following provisions apply to the calculation of benefits payable to individuals who were formerly Participants in the Leroy Plan and who were not covered by the terms of a collective bargaining agreement ("non-union employees"):

A. DEFINITIONS

"Actuarial Equivalent" means a benefit with an actuarial present value, as of the determination date, that is equal to the actuarial present value of the benefit for which it is substituted, both values being based on the 1971 Group Annuity Mortality Table as described in the LeRoy Plan, and an annual interest rate of 5%, except that single sum payments shall be determined using the interest rate and the mortality table required under the Internal Revenue Code and applied under the Plan rules.

"Compensation" means an employee's basic annual remuneration for services rendered to LeRoy Industries, Inc., computed on the basis of his rate in effect on the first day of each Plan Year, excluding overtime, bonuses, contributions under any public or private employee benefit plan and extra renumeration received during leaves of absence.

"Final Average Monthly Earnings" means 1/12th of a Participant's highest average Compensation during any five consecutive Plan Years. If a Participant has been an employee for fewer than five Plan Years, his Final Average Monthly Earnings shall be 1/12th of his average Compensation for his total period of employment.

"Normal Retirement Date" means age 65.

"Non-Union Employee" means an employee of LeRoy Industries, Inc. whose employment is not governed by a collective bargaining agreement requiring employer contributions to the Plan.

"Permanent Disability" a Participant has a "Permanent Disability" if he is eligible for and receiving Social Security disability benefits.

"Plan Year" means the 12 consecutive month period beginning November 1 and ending October 31.

"Year of Participation" means the aggregate number of months (including fractions thereof) during which a person is both a Participant in the Leroy Plan and a Non-Union Employee, divided by 12. Any person having service prior to July 1, 1982, with any employer that is required to be aggregated with LeRoy Industries, Inc. under the Internal Revenue Code shall, for purposes of computing a Year of Participation, be deemed to be a Participant and an employee of LeRoy Industries, Inc. for the months (including fractions thereof) of such service.

"Year of Service" means a consecutive 12-month period commencing on the date an employee has commenced his employment with LeRoy Industries, Inc. or an anniversary thereof, during which he has completed at least 1,000 hours of service. "Year of Service" shall also include service with any employer that is required to be aggregated with LeRoy Industries, Inc. under the Internal Revenue Code.

B. PARTICIPATION

A Non-Union Employee shall become a Participant in the LeRoy Plan as of his date of hire by LeRoy Industries, Inc.

C. BENEFIT FORMULA

Normal Retirement Benefit

Condition for Benefit
A Participant may retire with a Normal Retirement Benefit on or after he reaches Normal Retirement Date, which is age 65.

Amount of Benefit
Upon retirement at his Normal Retirement Date, a Participant's monthly Normal Retirement Benefit is equal to 1 2/3% of the Participant's Final Average Monthly Earnings multiplied by the Participant's Years of Participation up to a maximum of 30 Years of Participation.

If a Participant delays retirement past Normal Retirement Date and retires on a Deferred Retirement Date Benefit, then his monthly retirement benefit will be equal to the monthly retirement benefit calculated above based on the Participant's Final Average Monthly Earnings and Years of Participation as of his Deferred Retirement Date.

Early Retirement Benefit

Condition for Benefit
A Participant who is between the ages of 60 and 65 and has completed at least 5 Years of Service may retire with an Early Retirement Benefit.

Amount of Benefit
The Early Retirement Benefit starts on the Participant's retirement date, or on the Normal Retirement Date, as elected by the Participant, and is equal to the Normal Retirement Benefit accrued as of the date of the Participant's early retirement date, reduced by 1/4th of 1% for each month the starting date of his benefit precedes his Normal Retirement Date.

Total Disability Benefit

Condition for Benefit
A Participant who has a Permanent Disability and has completed 10 Years of Service may retire with a Total Disability Benefit.

Amount of Benefit
The Total Disability Benefit is equal to the Participant's Normal Retirement Benefit accrued to the date of separation from employment, reduced by the lesser of 30% or $1/4^{th}$ of 1% multiplied by the number of months by which his retirement date precedes his Normal Retirement Date.

Termination Benefit

Condition for Benefit
A Participant who has completed 5 Years of Service and whose service is terminated for reasons other than retirement, death, or Permanent Disability is 100% vested and eligible for a Termination Benefit.

Notwithstanding the above, a Participant whose service was terminated after he completes at least 3 Years of Service before January 1, 1995 shall be eligible to receive a percentage of his Normal Retirement Benefit determined in accordance with the following table:

Sum of Age Plus Years of Service	Vesting Percentage
50-51	50%
52-53	60
54-55	70
56-57	80
58-59	90
60 or more	100

Amount of Benefit
The Termination Benefit is a deferred benefit that starts on or after the Participant's Normal Retirement Date.

Option to Elect A Benefit Payable Sooner
Instead of electing a Termination Benefit that is not payable under the Participant reaches age 65, a Participant may elect a Termination Benefit that starts on or after age 55 that is equal to the Actuarial Equivalent of the benefit otherwise payable at the Participant's Normal Retirement Date.

Pre-Retirement Death Benefit

A benefit is payable to a married Participant's spouse upon his death if the Participant had met the requirements for an Early Retirement Benefit or a Termination Benefit. The benefit payable to his surviving spouse is equal to the benefit that would have been payable to the spouse had the Participant terminated employment on the day preceding his death and elected a 50% joint and survivor annuity under Option 2 below.

Normal Form of Benefit

If the Participant is not married, the normal form of benefit payable to the Participant is a monthly annuity paid for the life of the Participant only. If the Participant is married, the Participant's life annuity benefit is actuarially reduced to be the Actuarial Equivalent of the Normal Retirement Benefit and, after the Participant's death, the spouse, if living, will receive a lifetime benefit equal to 50% of the Participant's reduced benefit.

Optional Benefit Forms

A Participant may elect, subject to spousal consent, to convert the benefit otherwise payable as a single life annuity, into a retirement benefit of the same Actuarial Equivalent value in accordance with one of the optional benefit forms below:

Option 1. A reduced retirement benefit payable during the retired Participant's life, with the provision that if the Participant dies before receiving 120 monthly payments the balance of such monthly payments will be paid to the beneficiary designated by the Participant; or

Option 2. A reduced retirement benefit payable during the retired Participant's life, with the provision that after the Participant's death a benefit at 50%, 75% or 100% of the rate of the reduced benefit (as elected by the Participant) is to be continued to the Participant's designated beneficiary for their lifetime, if such person survives the Participant.

IV. FOR INDIVIDUALS WHO ARE UNION EMPLOYEES OF YORK MERIT PRODUCTIONS, INC. OR LEROY MACHINE COMPANY AND FORMER PARTICIPANTS IN THE LEROY INDUSTRIES, INC. PENSION PLAN ("LEROY PLAN") ON THE DATE OF THE MERGER INTO THIS PLAN

The Retirement Plan for U.A.W. Bargaining Unit Employees of York Merit Products, Inc. ("York Merit Plan") and the Retirement Plan for U.A.W. Bargaining Unit Employees of LeRoy Machine Company, a Division of LeRoy Industries, Inc. ("LeRoy Union Plan") were merged into the LeRoy Plan effective August 1, 1994. Then, the LeRoy Plan was merged with this Plan effective October 28, 1999. Under the Merger Agreement, the individuals who were Participants in the LeRoy Plan became Participants in this Plan under the terms of this Plan. The accrued benefits of Participants in the LeRoy Plan as of October 28, 1999 were initially determined by the administrator of the LeRoy Plan and are payable by the Plan.

The following provisions apply to the calculation of benefits payable to individuals who were formerly Participants in the LeRoy Plan, the York Merit Plan or the Leroy Union Plan and who were also employees of York Merit Productions, Inc. or LeRoy Machine Company and covered by the terms of a collective bargaining agreement ("Union Employees"):

A. DEFINITIONS

"Actuarial Equivalent" means a benefit with an actuarial present value, as of the determination date, that is equal to the actuarial present value of the benefit for which it is substituted, both values being based on the same mortality table and interest rate. For this purpose, the mortality table shall be the 1984 Unisex Pension Mortality Table. The interest rate shall be an effective annual rate of 7% except that, in determining the single sum payment that is the Actuarial Equivalent of a pension, the interest rate shall be the "applicable interest rate" as defined in the Internal Revenue Code for the month immediately preceding the first day of the Plan Year for which the single sum payment is being made, and the mortality table shall be the "applicable mortality table" as defined in the Internal Revenue Code for that Plan Year.

"Compensation" means an employee's basic annual remuneration for services rendered to York Merit Productions, Inc. or LeRoy Machine Company, computed on the basis of his hourly rate in effect on the first day of each Plan Year, excluding overtime, bonuses, contributions under any public or private employee benefit plan and extra renumeration received during leaves of absence.

"Normal Retirement Date" means the later of age 65 and the fifth anniversary of the date the Participant began participation under the Prior Plan.

"Plan Year" means the 12 consecutive month period beginning November 1 and ending October 31.

"Prior Plan" means the York Merit Plan or the LeRoy Union Plan.

"Year of Participation" means

For service with York Merit Productions, Inc.

(a) For the period prior to April 1, 1982, the employee's continuous service as a Union Employee;

(b) For the period from April 1, 1982 and after, the total number of Years of Participation (including fractions thereof) computed in accordance with the schedule shown below for each Plan Year under the York Merit Plan.

No. of Credited Hours During the Plan Year	Years of Participation Accrued for Such Plan Year
Less than 180	0
180-359	.1
360-539	.2
540-719	.3
720-899	.4
900-1079	.5
1080-1259	.6
1260-1439	.7

1440-1619	.8
1620- 1799	.9
1800-1979	1.0
1980-2159	1.1
2160-2339	1.2
2340-2519	1.3
2520-2699	1.4
2700-2879	1.5

For service with LeRoy Machine Company

(a) For the period prior to June 1, 1964, the employee's continuous service as a Union Employee.

(b) For the period from June 1, 1964 and after, the total number of Years of Participation (including fractions thereof) completed in accordance with the schedule shown below for each Plan Year under the LeRoy Union Plan.

No. of Credited Hours	**Years of Participation Accrued for such Plan Year**	
During the Plan Year	**June 1, 1979 and After**	**June 1, 1964 to June 1, 1979**
Less than 180	0.0	0.0
180-359	.1	.1
360-539	.2	.2
540-719	.3	.3
720-899	.4	.4
900-1079	.5	.5
1080-1259	.6	.6
1260-1439	.7	.7
1440-1619	.8	.8
1620-1799	.9	.9
1800-1979	1.0	1.0
1980-2159	1.1	1.0
2160-2339	1.2	1.0
2340-2519	1.3	1.0
2520-2699	1.4	1.0
2700-2879	1.5	1.0

In no event will a Union Employee of LeRoy Machine Company receive credit for fewer Years of Participation for the period June 1, 1994 to October 31, 1994 than he would have received under the LeRoy Union Plan had that plan not been merged into the LeRoy Plan.

"Year of Service" means a consecutive 12-month period commencing on the date a Union Employee commenced his employment with York Merit Productions, Inc. or LeRoy Machine Company, or an anniversary thereof, during which he has completed at least 1,000 hours of service. However, a "Year of Service" shall also include a consecutive 12-month period, during which a Union Employee has completed less than 1,000 Hours of Service if such Union Employee's seniority is uninterrupted pursuant to the term of the collective bargaining agreement. "Year of

Service" shall also include service with any employer that is required to be aggregated with York Merit Productions, Inc. or LeRoy Machine Company under the Internal Revenue Code.

B. PARTICIPATION

A Union Employee shall become a Participant in the LeRoy Union Plan as of his date of hire.

C. BENEFIT FORMULA

Normal Retirement Benefit

Condition for Benefit
A Participant may retire with a Normal Retirement Benefit on or after his Normal Retirement Date as defined above.

Amount of Benefit
Upon retirement at his Normal Retirement Date, a Participant's monthly Normal Retirement Benefit is equal to his Years of Participation multiplied by the applicable benefit rate below:

For Participants in the York Merit Plan:

Date of Retirement	Benefit Rate
Prior to March 31, 1983	$4.00
April 1, 1983 to March 31, 1984	6.00
April 1, 1984 to March 31, 1985	8.00
April 1, 1985 to March 31, 1986	9.50
After March 31, 1986	10.00

For Participants in the LeRoy Union Plan, the Normal Retirement Benefit is based on the applicable benefit rate below:

Date of Retirement	Benefit Rate
September 1, 1989 to August 31, 1990	$17.50
September 1, 1990 to March 27, 1994	18.00
After March 27, 1994	18.25

Early Retirement Benefit

Condition for Benefit
A Participant who is between the ages of 60 and 65 and has completed at least 10 Years of Participation, at least 10 Years of Service or has reached his 10th anniversary of Prior Plan participation may retire with an Early Retirement Benefit.

Amount of Benefit
The Early Retirement Benefit is equal to the Normal Retirement Benefit accrued to the date of Early Retirement reduced by 1/4th of 1% for each month the start date of the Participant's benefit precedes his 62nd birthday.

Termination Benefit

Condition for Benefit
A Participant who has completed 5 Years of Service (10 Years of Service if his employment with the employer terminated before November 1, 1989) and whose service is terminated for reasons other than retirement or death is 100% vested and eligible for a Termination Benefit.

Notwithstanding this rule, an individual who is a Participant in the York Merit Plan on March 1, 1988 shall be 100% vested in his Normal Retirement Benefit regardless of the number of Years of Service he has earned.

Amount of Benefit
The Termination Benefit is a deferred benefit that starts on or after the Participant's Normal Retirement Date.

Instead of electing a Termination Benefit that begins on or after the Participant's Normal Retirement Date, a Participant may elect a benefit that starts on or after age 60, that is equal to the benefit otherwise payable at the Participant's Normal Retirement Date, reduced by 1/4th of 1% for each month that the Participant's benefit starting date precedes his Normal Retirement Date. However, a Participant who was a Union Employee of York Merit Productions, Inc. in March, 1982 can elect to have his Termination Benefit reduced in accordance with the Early Retirement reduction factors instead of these factors.

Pre-Retirement Death Benefit

A benefit is payable to a married Participant's spouse upon his death if the Participant had been married to his spouse for the one-year period ending on his date of death, provided the Participant had met the requirements for an Early Retirement Benefit or a Termination Benefit. The benefit payable to his surviving spouse is equal to the benefit that would have been payable to the spouse had the Participant terminated employment on the day preceding his death and elected a 50% joint and survivor annuity under Option 3 below.

Normal Form of Benefit

If the Participant has not been married for the one-year period ending on the date that benefits start to the Participant, then the normal form of benefit payable to the Participant is an annuity payable for the life of the Participant only. If the Participant has been married for the one-year period ending on the date his benefits start, then the Participant's benefit is payable for the life of the Participant and, after the Participant's death, the spouse, if living, will receive a lifetime benefit equal to 50% of the Participant's reduced benefit.

Optional Benefit Forms

A Participant may elect, subject to spousal consent, to convert the benefit otherwise payable as a single life annuity into a retirement benefit of the same Actuarial Equivalent value in accordance with one of the optional benefit forms below:

Option 1. A retirement benefit payable during the retired Participant's life, with no benefit payable after death; or

Option 2. A reduced retirement benefit payable during the Participant's life, with the provision that if the Participant dies before receiving 120 monthly payments the balance of such monthly payments will be paid to the beneficiary designated by the Participant; or

Option 3. A reduced retirement benefit payable during the Participant's life, with the provision that after the Participant's death a benefit at 50%, 75% or 100% of the rate of the reduced benefit (as elected by the Participant) is to be continued during the life of and is to be paid to the beneficiary designated by the Participant a the time of retirement, if such person survives the Participant.

V. FOR INDIVIDUALS WHO ARE FORMER PARTICIPANTS IN THE EASTMAN MACHINE PLAN ON THE DATE OF THE MERGER INTO THIS PLAN

The Eastman Machine Plan was merged with the Plan on December 28, 2004. Under the Merger Agreement, individuals who were Participants in the Eastern Machine Plan on that date became Participants in this Plan under the terms of this Plan. Their accrued benefits under the Eastman Machine Plan as of October 15, 2007, as initially determined by the administrator of that plan, were preserved under this Plan, and their Participation after October 15, 2007 is governed by the terms of this Plan. The provisions of the Eastman Machine Plan that are not specifically restated below, are incorporated by reference in this Plan, to the extent not inconsistent with the provisions of this Plan that are required to comply with the Internal Revenue Code.

A. DEFINITIONS

The following definitions apply in determining the benefits payable to former Participants in the Eastman Machine Plan who became Participants in this Plan effective December 28, 2004:

"Accrued Benefit" means the Past and Future Service Benefits payable under the terms of the Eastman Machine Plan to a Participant or beneficiary.

"Actuarial Equivalent" means a benefit whose actuarial present value, as of the determination date, is equal to the actuarial present value of the benefit for which it is substituted, both values being based on the same mortality table and interest rate. For this purpose, the mortality table shall be the 1984 Unisex Pension Mortality Table. For Annuity Starting Dates on or after July 1, 2024, the interest rate shall be an effective annual rate of 7% except that, in determining the single sum payment that is the Actuarial Equivalent of a pension, the interest rate shall be the "applicable interest rate" as defined in the Internal Revenue Code for the month immediately preceding the first day of the Plan Year for which the single sum payment is being made, and the mortality table shall be the "applicable mortality table" as defined in the Internal Revenue Code for that Plan Year.

"Eastman Machine Plan" means the Eastman Machine Company Pension Plan for Bargaining Unit Employees, the provisions of which continue to apply to Participants (and beneficiaries) of such plan from the merger date of December 28, 2004 through October 15, 2007.

"Eastman Machine Plan Benefit" means the benefit that an Eastman Machine Participant has accrued under the terms of the Eastman Machine Plan as of October 15, 2007.

“Eastman Machine Participant” means a Participant who as of October 15, 2007, had accrued a benefit under the terms of the Eastman Machine Plan not previously forfeited pursuant to the break in service rules of that plan.

“Normal Retirement Age” means the later of (i) an Eastman Machine Participant's 65th birthday, and (ii) the 5th anniversary of the date on which he became a Participant in the Plan or the Eastman Machine Plan, if earlier. However, a Participant who is not vested in his Accrued Benefit, and who reached Normal Retirement Age under the “5th anniversary rule” must be an active Participant at some time either on or after such 5th anniversary.

“Vesting Service” means the total of an Eastman Machine Participant’s (i) service credited for vesting purposes under the Eastman Machine Plan prior to October 16, 2007, and (ii) Vesting Service under this Plan completed after October 15, 2007.

B. PARTICIPATION

A Participant in the Eastman Machine Plan on December 28, 2004 shall continue as a Participant in this Plan.

C. SERVICE CREDITS

Each Eastman Machine Participant will receive Credited Service under the Eastman Machine Plan through October 15, 2007 based on one year of Credited Service under the Eastman Machine Plan for each Plan Year in which he completes at least 1,700 Hours of Service in Covered Employment. For any Plan Year in which an Eastman Machine Participant completed less than 1,700 Hours of Service in Covered Employment, he is credited with a fractional year of Credited Service in accordance with the following schedule:

Less than 500 hours:	0
500 but less than 626 hours:	0.3
626 but less than 805 hours:	0.4
805 but less than 984 hours:	0.5
984 but less than 1,163 hours:	0.6
1,163 but less than 1,342 hours:	0.7
1,342 but less than 1,541 hours:	0.8
1,521 but less than 1,700 hours:	0.9

If an Eastman Machine Participant had no vested Accrued Benefit under the Eastman Machine Plan at the time of a break in service, such Credited Service will not be counted if it precedes a series of consecutive “One Year Breaks in Service” (Plan Years in which the Eastman Machine Participant completed no more than 500 Hours of Service) which equals or exceeds the greater of 5 or the aggregate number of the Participant's Years of Vesting Service prior to such One Year Breaks in Service.

D. ACCRUED BENEFIT AT NORMAL RETIREMENT AGE

An Eastman Machine Plan Participant's Accrued Benefit at Normal Retirement Age under this Plan shall be equal to the sum of his Eastman Machine Plan Benefit and his Future Service Benefit earned under the Plan.

Eastman Machine Plan Benefit –

For Credited Service completed prior to October 16, 2007 pursuant to the terms of the Eastman Machine Plan (as determined under C. above), an eligible Eastman Machine Participant shall receive a benefit payable monthly as a single life annuity at Normal Retirement Age (the "normal form of benefit"), and determined by multiplying his number of years of such Credited Service by $31.00 (the "Eastman Machine Plan Benefit").

For an Eastman Machine Plan Participant who retires at or after his Normal Retirement Age and prior to October 1, 2001, the Eastman Machine Plan Benefit is an amount determined under the following schedule:

Retirement Date	Monthly Benefit Per Year of Credited Service	Retirement Date	Monthly Benefit Per Year of Credited Service
10/01/80 - 09/30/81	$ 8.50	01/01/93 - 09/30/93	22.00
10/01/81 - 09/30/82	9.50	10/01/93 – 09/30/94	23.00
10/01/82 - 09/30/83	10.50	10/01/94 – 09/30/95	23.50
10/01/83 - 09/30/84	12.50	10/01/95 – 01/22/97	24.00
10/01/84 - 09/30/85	13.50	01/23/97 - 09/30/97	25.00
10/01/85 - 09/30/86	14.50	10/01/97 – 09/30/98	26.00
10/01/86 – 12/31/87	15.50	10/01/98 – 09/30/99	27.00
10/01/88 – 12/31/89	19.50	10/01/99 – 09/30/00	29.00
01/01/90 – 12/31/90	20.25	10/01/00 – 09/30/01	30.00
01/01/91 – 12/31/92	21.00		

For an Eastman Machine Plan Participant who retires at or after his Normal Retirement Age on or after October 1, 2001, his Normal Retirement Benefit is the sum of his Eastman Machine Plan Benefit and his Normal Retirement Benefit earned under the Plan after September 30, 2001.

E. VESTING

Eastman Machine Plan Vesting Schedule

The vesting schedule for Vesting Service earned under the Eastman Plan prior to October 16, 2007 is:

Years of Vesting Service	**Vested Percentage**
less than 3 years	0%
3 years	20%
4 years	40%
5 years	60%

6 years	80%
7 years or more	100%.

F. BENEFITS BEGINNING AT ANY TIME OTHER THAN NORMAL RETIREMENT AGE

Deferred Retirement

An Eastman Machine Plan Participant's Accrued Benefit shall be actuarially increased to the actuarial equivalent thereof to take into account any period after Normal Retirement Age during which the Participant was otherwise eligible for benefits but did not apply for and did not receive any benefit payments from either the Eastman Machine Plan or this Plan. If benefits are paid to the Participant in a form other than a single life annuity, the result of the application of the preceding sentence will be actuarially adjusted.

Early Retirement

The calculation of the post-October 15, 2007 portion of an Eastman Machine Participant's benefit payable upon Early Retirement under the Plan is described on page 13 of the SPD, except that the benefit payable to an Eastman Machine Participant at his Normal Retirement Age (expressed in the form of a single life annuity, and including the portion of such benefit attributable to the Participant's pre-October 16, 2007 service under the Eastman Machine Plan), will not be decreased for early payment for years after age 62, but instead will be decreased by one half of one percent for each calendar month by which the Participant's early retirement date precedes the first day of the month next following his sixty-second birthday.

Disability Benefit

An Eastman Machine Participant who has completed at least 10 years of Credited Service (as defined in Section C. above), and including for this purpose Credited Service completed after October 15, 2007 can elect to receive a disability benefit during any period of Total and Permanent Disability that is prior to his attainment of Normal Retirement Age. The Disability Benefit is equal to the amount of the Participant's Accrued Benefit, expressed as a single life annuity and determined as of the date he became Totally and Permanently disabled, but reduced by the following amounts:

1. The amount of any benefit or allowance payable to the Participant by the state or Federal Government on account of any military service incurred disability shall be deducted from the monthly amount otherwise payable.

2. The monthly amount of any Worker's Compensation benefits (except fixed statutory payment for the loss of any bodily member) payable to the Participant because of a disability if sustained in the course of employment with Eastman Machine Company, and the monthly amount of any other disability benefit he may receive because of a disability (except on a basis of need) as a result of any State or Federal laws to the extent that such benefits have been provided for by premiums, taxes or other payments paid by or at the expense of Eastman Machine Company. Such amounts shall be deducted from the monthly benefit payable under the provisions of this paragraph so long as such Worker's

Compensation benefits and such other disability benefits continues to be paid to the Participant. In the case of the payment of lump-sum benefits under Worker's Compensation, the lump-sum is divided by the monthly payment to which the Participant was entitled under Workers' Compensation to determine the period with respect to which Workers' Compensation benefits are received for the purpose of this subsection.

Payments under such disability benefit will continue until the first to occur of the following events:

1. The Participant's death; or

2. If the Participant engages in an occupation or employment (except for rehabilitation) for remuneration or profit, and such employment would be inconsistent with the finding of Total and Permanent Disability; or

3. If the Administrator determines on the basis of a medical examination that the Participant has sufficiently recovered to return to any regular work for Eastman Machine Company and the Participant refuses an offer of employment from Eastman Machine Company; or

4. If the Participant refuses to undergo a medical examination ordered by the Administrator; provided that the Participant may not be required to undergo a medical examination more often than twice a year; or

5. Upon attaining Normal Retirement Age, the Participant may elect (i) to continue to receive disability benefit payments throughout the remainder of his lifetime or (ii) to receive any optional form of benefit, provided that the optional form of benefit selected is at least the Actuarial Equivalent of the payments he would have otherwise been entitled to receive payable as a disability benefit.

Death Benefit

Qualified Pre-Retirement Survivor Annuity

An Eastman Machine Participant shall be eligible for a Qualified Pre-Retirement Survivor Annuity paid to his surviving spouse (calculated with respect to his service under the Eastman Machine Plan prior to October 16, 2007 only); provided, however, that any such surviving spouse shall only be entitled to such Qualified Pre-Retirement Survivor Annuity if the Participant and such spouse had been married throughout the one-year period ending on the Participant's date of death.

FIRST AMENDMENT
TO THE 2025 RESTATEMENT OF THE AMERICA'S FAMILY DEFINED BENEFIT RETIREMENT PLAN

WHEREAS, Section 13.1 of the Restatement of the America's Family Defined Benefit Retirement Plan, effective January 1, 2025 ("Plan Document") grants to the Trustee the power to amend the Plan Document.

WHEREAS, the Trustee wishes to amend the Plan Document.

NOW, THEREFORE, the Trustee hereby amends the Plan Document effective as of January 1, 2025, in the manner provided below:

1. Article VII - BENEFITS BEGINNING AT ANY TIME OTHER THAN NORMAL RETIREMENT AGE - Section 7.2 - Early Retirement Benefit, is amended by deleting (i) and replace it with the following:

    (i) the Applicable Dollar Amount (as defined in Section 5.2C(i)) shall first be reduced to reflect actuarial equivalence using an annual interest rate of 4.0% and the RPA94 Mortality Table (50/50 blend); and

2. Article VII, BENEFITS BEGINNING AT ANY TIME OTHER THAN NORMAL RETIREMENT AGE - Section 7.4 - Disability Retirement Benefits, is amended by deleting the first paragraph and replacing it with the following:

    If a Participant who has completed 6 years of Vesting Service incurs a Total and Permanent Disability, as described in Section 2.34 above, while he is an Active Participant in this Plan and prior to his attainment of Normal Retirement Age, he may elect to retire with a Disability Retirement Benefit, and to receive his entire Normal Retirement Benefit (expressed in the form of a single life annuity) accrued to date.

3. Article XII - CLAIMS PROCEDURE - Section 12.3 - Filing Lawsuit, is amended by deleting the third sentence and replacing it with the following:

    All suits against the Plan must be filed in the United States District Court for the Western District of New York.

4. Appendix A – **I. - FOR PARTICIPANTS WHO ARE FORMER PARTICIPANTS IN THE EMPLOYEES' RETIREMENT PLAN OF AGWAY WIDEWATERS CORPORATION ON THE DATE OF MERGER - E. Additional Ancillary Benefits**, is deleted in its entirety.

5. Appendix A - **V. FOR PARTICIPANTS WHO ARE FORMER PARTICIPANTS IN THE EASTMAN MACHINE PLAN ON THE DATE OF MERGER - F. Benefits Beginning at Any Time Other Than Normal Retirement Age**, is amended by deleting the first paragraph labeled *Deferred Retirement*, and replacing it with the following:

An Eastman Machine Plan Participant's Accrued Benefit shall be actuarially increased to the actuarial equivalent thereof to take into account any period after Normal Retirement Age during which the Participant was otherwise eligible for benefits but did not apply for and did not receive any benefit payments from either the Eastman Machine Plan or this Plan.

IN WITNESS WHEREOF, the Trustee has adopted and executed this First Amendment to the Plan Document on the date signed below, but effective for all purposes as of January 1, 2025.

TRUSTEE

____

Benjamin M. Eisner

Date Signed: April 9, 2026

SECOND AMENDMENT
TO THE 2025 RESTATEMENT OF THE AMERICA'S FAMILY
DEFINED BENEFIT RETIREMENT PLAN

WHEREAS, Section 13.1 of the Restatement of the America's Family Defined Benefit Retirement Plan, effective January 1, 2025 ("Plan Document") grants to the Trustee the power to amend the Plan Document.

WHEREAS, the Trustee wishes to amend the Plan Document to simplify the method for determining employer withdrawal liability.

NOW, THEREFORE, the Trustee hereby amends the Plan Document effective as of August 1, 2026, in the manner provided below:

ARTICLE XIII – AMENDMENT, TERMINATION, MERGER AND CONSOLIDATION is amended by adding at the end thereof the following new Section:

§13.4 Withdrawal Liability

If an Employer withdraws from the Plan in a complete or partial withdrawal (as defined in ERISA Sections 4203 and 4205), the Employer shall be liable to the Plan in an amount determined by the Trustee (i) pursuant to ERISA Section 4211(b) if such withdrawal occurred before August 1, 2026, or (ii) pursuant to ERISA Section 4211(c)(3) if such withdrawal occurs after July 31, 2026.

IN WITNESS WHEREOF, the Trustee has adopted and executed this Second Amendment to the Plan Document on the date signed below, but effective for all purposes as of August 1, 2026.

TRUSTEE

Benjamin M. Eisner

Date Signed: July 2, 2026

Narrative

The America's Family Defined Benefit Retirement Plan (Plan) has been in critical status under the Pension Protection Act since 2008 and became insolvent in September 2021. It has reduced Plan benefits to the PBGC guaranteed benefit level and received periodic PBGC financial assistance pursuant to ERISA sections 4245 and 4261 since the Plan's 2021 insolvency. It seeks herein to receive Special Financial Assistance (SFA) under ERISA section 4262, and in support of its SFA application provides this brief narrative.

Background

The Plan's history is significant. Unlike many multiemployer plans, the Plan does not cover employees working principally in a single industry. Rather, the Plan covers employees in diverse industries, such as both large and small manufacturing, automobile dealerships and labor organizations, consistent with the United Auto Workers Union's organizing in diverse industries. Moreover, through bargaining and otherwise over a period of more than twenty years, several single employer pension plans merged into the Plan. These plans have been likewise diverse: they include varying plan designs, in diverse industries, ranging from large manufacturing to an agricultural cooperative. To meet the needs of this very diverse group of employers and participants the Plan's design is complicated, and thus its administration and its projected funding requirements are complex and challenging. This complexity is on display in Appendix A to the Amended and Restated Plan Document effective January 1, 2025, which was previously provided. Appendix A contains in essence the special rules for five additional plans within the Plan.

Special Financial Assistance

The Plan's design, funding and administrative complexity has contributed to the Plan's current status and, most significantly, resulted in the present SFA application and the need for on-going reform and remediation. In the last year, while preparing this fourth SFA filing, the Plan simultaneously undertook extensive remediation as follows: amended and restated the Plan Document effective January 1, 2025; prepared and distributed a new Summary Plan Description for the first time in more than two decades; prepared and filed a Voluntary Compliance Program (VCP) filing with the IRS to address and resolve Plan operational issues; adopted and revised Plan policies; hired new plan professionals (actuary, attorney, and auditor); revived communication with Plan participants and contributing employers; reviewed and updated Plan insurance coverages; reviewed and corrected benefit calculations; renewed and extended cybersecurity protection; reviewed and updated the administrative expense allocation between the Plan and the related welfare and 401(k) plans; and reviewed and updated the Plan's approach to providing withdrawal liability estimates, among other matters. The Plan's VCP filing was previously provided.

On-going and additional Plan remediation post-SFA is required, the costs of which are reflected in the SFA application. This includes, for example, implementation of the proposed remediation set out in the VCP filing. It likewise includes review and reform of Plan employer contribution policies and contribution audits, updated insurance coverages, additional cybersecurity review and, perhaps most significantly, the hiring of a third-party administrator to assume responsibility for ongoing Plan administration upon the retirement of the Plan's long-tenured in-house administrative staff as of the end of 2026.

We are prepared to submit additional information as needed to substantiate the Plan's SFA application, and ultimately to restore to the Plan's participants and beneficiaries the unreduced retirement benefits and professional Plan administration to which they are entitled, and for which they have waited, patiently, since the Plan's 2021 insolvency.

____

Benjamin Eisner, Trustee

Date: July 21, 2026

ACH VENDOR/MISCELLANEOUS PAYMENT ENROLLMENT FORM

OMB No. 1530-0069

This form is used for Automated Clearing House (ACH) payments with an addendum record that contains payment-related information processed through the Vendor Express Program. Recipients of these payments should bring this information to the attention of their financial institution when presenting this form for completion. See reverse for additional instructions.

PRIVACY ACT STATEMENT

The following information is provided to comply with the Privacy Act of 1974 (P.L. 93-579). All information collected on this form is required under the provisions of 31 U.S.C. 3322 and 31 CFR 210. This information will be used by the Treasury Department to transmit payment data, by electronic means to vendor's financial institution. Failure to provide the requested information may delay or prevent the receipt of payments through the Automated Clearing House Payment System.

AGENCY INFORMATION

FEDERAL PROGRAM AGENCY

AGENCY IDENTIFIER:

AGENCY LOCATION CODE (ALC):

ACH FORMAT: ☐ CCD+ ☐ CTX

ADDRESS:

CONTACT PERSON NAME:

TELEPHONE NUMBER: (   )

ADDITIONAL INFORMATION:

PAYEE/COMPANY INFORMATION

NAME: America's Family Defined Benefit Retirement Plan

SSN NO. OR TAXPAYER ID NO.: 16-6103576

ADDRESS:
8205 Main Street, Suite 3 & 4
Williamsville, NY 14221

CONTACT PERSON NAME: William Ochocinski

TELEPHONE NUMBER: (716) 783-1610

FINANCIAL INSTITUTION INFORMATION

NAME: Citizens Bank

ADDRESS: 100 N. Main St, Providence Rhode Island, 02903

ACH COORDINATOR NAME:

TELEPHONE NUMBER: (877) 265-3278

NINE-DIGIT ROUTING TRANSIT NUMBER: 0 2 1 3 1 3 1 0 3

DEPOSITOR ACCOUNT TITLE: Americas Family Defined Benefit Plan

DEPOSITOR ACCOUNT NUMBER: [redacted]

LOCKBOX NUMBER:

TYPE OF ACCOUNT: ☑ CHECKING ☐ SAVINGS ☐ LOCKBOX

SIGNATURE AND TITLE OF AUTHORIZED OFFICIAL:
(Could be the same as ACH Coordinator)

TELEPHONE NUMBER: (716) 634-5416

AUTHORIZED FOR LOCAL REPRODUCTION

SF 3881 (Rev. 2/2003)
Prescribed by Department of Treasury
31 U S C 3322; 31 CFR 210

Citizens Bank

833 Broadway
Albany, NY 12207

To whomever it may concern this letter was written to verify that account # [redacted] and routing # 021313103 is the account for the business of AMERICA'S FAMILY DEFINED BENEFIT PLAN with Mr. Benjamin Eisner as the Trustee and Mr. William Ochocinski as the Administrator Manager. Here is the information below.

Citizens Bank account # [redacted]

Routing # 021313103

Bank does support and accept ACH and FED WIRE Payments

Person to contact:

Branch Manager Matthew L. Martinez

716-908-1819

Matthew.martinez@citizensbank.com

6850 Main St. Williamsville, NY 14221

7/20/2026

MICHELLE L. OCHOCINSKI
NOTARY PUBLIC-STATE OF NEW YORK
No. 01DI603996
Qualified in Erie County
My Commission Expires 09-28-2026

CITIZENS BANK, N.A. (148)

TEMPLATE 3
Historical Plan Information

File name: *Template 3 Pension Plan Name* , where "Pension Plan Name" is an abbreviated version v20210706p
For supplemental submission due to merger under § 4262.4(f)(1)(ii): *Template 3 Pension Plan Name Merged* , where

Provide historical plan information for each of the most recent 10 plan years immediately preceding the application filing date that separately identifies: total contributions, total contribution base units (including identification of the base unit used (i.e., hourly, weekly)), average contribution rates, and number of active participants at the beginning of each plan year. Also show separately for each of the most recent 10 plan years immediately preceding the application filing date all other sources of non- investment income, including, if applicable, withdrawal liability payments collected, reciprocity contributions (if applicable), additional contributions from the rehabilitation plan (if any), and other identifiable contribution streams.
If the sum of all contributions and withdrawal liabilities shown on this table does not equal the amount shown as contributions credited to the funding standard account on the plan year Schedule MB of Form 5500, include an explanation as a footnote to this table.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
Unit (e.g. hourly, weekly)	Weekly

Plan Year (in order from oldest to most recent)	Plan Year Start Date	Plan Year End Date	Total Contributions*	Total Contribution Base Units	Average Contribution Rate	All Other Sources of Non-Investment Income: Reciprocity Contributions (if applicable)	All Other Sources of Non-Investment Income: Additional Rehab Plan Contributions (if applicable)	All Other Sources of Non-Investment Income: Other - Explain if Applicable	All Other Sources of Non-Investment Income: Withdrawal Liability Payments Collected	Number of Active Participants at Beginning of Plan Year
2010	01/01/2010	12/31/2010	$1,034,807	33,716	$33.76	N/A	$103,475	N/A	$1,962,708	758
2011	01/01/2011	12/31/2011	$933,522	30,146	$34.11	N/A	$94,699	N/A	$12,708	881
2012	01/01/2012	12/31/2012	$917,471	29,576	$34.73	N/A	$109,677	N/A	$12,708	736
2013	01/01/2013	12/31/2013	$883,192	28,671	$34.91	N/A	$117,722	N/A	$412,708	825
2014	01/01/2014	12/31/2014	$789,692	25,327	$35.96	N/A	$121,112	N/A	$224,394	636
2015	01/01/2015	12/31/2015	$559,159	17,248	$38.43	N/A	$103,706	N/A	$62,709	708
2016	01/01/2016	12/31/2016	$472,168	14,128	$41.30	N/A	$111,341	N/A	$5,445,304	571
2017	01/01/2017	12/31/2017	$459,344	13,631	$44.87	N/A	$152,239	N/A	$145,945	316
2018	01/01/2018	12/31/2018	$395,029	11,589	$47.49	N/A	$155,369	N/A	$145,945	308
2019	01/01/2019	12/31/2019	$396,899	11,778	$48.81	N/A	$178,026	N/A	$609,978	256
2020	01/01/2020	12/31/2020	$346,870	9,889	$53.45	N/A	$181,701	N/A	$410,716	249
2021	01/01/2021	12/31/2021	$321,351	9,365	$54.05	N/A	$184,837	N/A	$88,466	221
2022	01/01/2022	12/31/2022	$328,592	9,833	$48.47	N/A	$148,053	N/A	$84,396	210
2023	01/01/2023	12/31/2023	$330,061	9,860	$48.02	N/A	$143,465	N/A	$84,396	216
2024	01/01/2024	12/31/2024	$307,437	9,005	$48.91	N/A	$132,991	N/A	$84,396	219
2025	01/01/2025	12/31/2025	$279,316	8,244	$48.83	N/A	$123,250	N/A	$84,396	183

* Total contributions shown here should be contributions based upon CBUs and should not include items separately shown in any columns under "All Other Sources of Non-Investment Income."

TEMPLATE 4A

v20221102p

SFA Determination - under the "basic method" for all plans, and under the "increasing assets method" for MPRA plans

File name: *Template 4A Plan Name* , where "Plan Name" is an abbreviated version of the plan name.

If submitting additional information due to a merger under § 4262.4(f)(1)(ii): *Template 4A Plan Name Merged* , where "Plan Name Merged" is an abbreviated version of the plan name for the separate plan involved in the merger.

If submitting additional information due to certain events with limitations under § 4262.4(f)(1)(i): *Template 4A Plan Name Add* , where "Plan Name" is an abbreviated version of the plan name.

If submitting a supplemented application under § 4262.4(g)(6): *Template 4A Supp Plan Name* , where "Plan Name" is an abbreviated version of the plan name.

Instructions for Section C, Item (4) of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance:

IFR filers submitting a supplemented application should see Addendum C for more information.

MPRA plans using the "increasing assets method" should see Addendum D for more information.

For all plans, provide information used to determine the amount of SFA under the "basic method" described in § 4262.4(a)(1).

For MPRA plans, also provide information used to determine the amount of SFA under the "increasing assets method" described in § 4262.4(a)(2)(i).

The information to be provided is:

NOTE: All items below are provided on Sheet '4A-4 SFA Details .4(a)(1)' unless otherwise indicated.

a. The amount of SFA calculated using the "basic method", determined as a lump sum as of the SFA measurement date.

b. Non-SFA interest rate required under § 4262.4(e)(1) of PBGC's SFA regulation, including supporting details on how it was determined.
[Sheet: 4A-1 Interest Rates]

c. SFA interest rate required under § 4262.4(e)(2) of PBGC's SFA regulation, including supporting details on how it was determined.
[Sheet: 4A-1 Interest Rates]

d. Fair market value of assets as of the SFA measurement date. This amount should include any assets at the SFA measurement date attributable to financial assistance received by the plan under section 4261 of ERISA, but should not reflect a payable for amounts owed to PBGC for all amounts of such financial assistance received by the plan.

e. For each plan year in the period beginning on the SFA measurement date and ending on the last day of the last plan year ending in 2051 (the "SFA coverage period"):

   i. Separately identify the projected amount of contributions, projected withdrawal liability payments reflecting a reasonable allowance for amounts considered uncollectible, and other payments expected to be made to the plan (excluding the amount of financial assistance under section 4261 of ERISA and SFA to be received by the plan).

   ii. Identify the benefit payments described in § 4262.4(b)(1) (including any benefits that were restored under 26 CFR 1.432(e)(9)-(1)(e)(3) and excluding the payments in e.iii. below), separately for current retirees and beneficiaries, current terminated vested participants not yet in pay status, current active participants, and new entrants.
   [Sheet: 4A-2 SFA Ben Pmts]

   Identify total benefit payments paid and expected to be paid from projected SFA assets separately from total benefit payments paid and expected to be paid from non-SFA assets after the projected SFA assets are fully exhausted.

   iii. Separately identify the make-up payments described in § 4262.4(b)(1) attributable to the reinstatement of benefits under § 4262.15 that were previously suspended through the SFA measurement date.
   [Also see applicable examples in Section C, Item (4)e.iii. of the SFA instructions.]

   iv. Separately identify administrative expenses paid and expected to be paid (excluding the amount owed PBGC under section 4261 of ERISA) for premiums to PBGC and for all other administrative expenses.
   [Sheet: 4A-3 SFA Pcount and Admin Exp]

   Identify total administrative expenses paid and expected to be paid from projected SFA assets separately from total administrative expenses paid and expected to be paid from non-SFA assets after the projected SFA assets are fully exhausted.

   v. Provide the projected total participant count at the beginning of each year.
   [Sheet: 4A-3 SFA Pcount and Admin Exp]

   vi. Provide the projected investment income earned by assets not attributable to SFA based on the non-SFA interest rate in b. above and the projected fair market value of non-SFA assets at the end of each plan year.

   vii. Provide the projected investment income earned by assets attributable to SFA based on the SFA interest rate in c. above (excluding investment returns for the plan year in which the sum of annual projected benefit payments and administrative expenses for the year exceeds the beginning-of-year projected SFA assets) and the projected fair market value of SFA assets at the end of each plan year.

f. The projected SFA exhaustion year. This is the first day of the plan year in which the sum of annual projected benefit payments and administrative expenses for the year exceeds the beginning-of-year projected SFA assets. Note this date is only required for the calculation method under which the requested amount of SFA is determined.

Additional instructions for each individual worksheet:

Sheet

4A-1 SFA Determination - non-SFA Interest Rate and SFA Interest Rate

See instructions on 4A-1 Interest Rates.

4A-2 SFA Determination - Benefit Payments for the "basic method" for all plans, and for the "increasing assets method" for MRPA plans

This sheet is not required for an IFR filer submitting a supplemented application under § 4262.4(g)(6) if the total projected benefit payments are the same as those used in the application approved under the interim final rule.

On this sheet, you will provide:
--Basic plan information (plan name, EIN/PN, SFA measurement date), and
--Year-by-year deterministic projection of benefit payments.

For each plan year in the period beginning on the SFA measurement date and ending on the last day of the last plan year ending in 2051 (the "SFA coverage period"), identify benefit payments described in § 4262.4(b)(1) for current retirees and beneficiaries, current terminated vested participants not yet in pay status, currently active participants, and new entrants. Projected benefit payments should be entered based on current participant status as of the SFA census date. On this Sheet 4A-2, show all benefit payments as positive amounts.

If the plan has suspended benefit payments under sections 305(e)(9) or 4245(a) of ERISA, the benefit payments in this Sheet 4A-2 projection should reflect prospective reinstatement of benefits assuming such reinstatements commence as of the SFA measurement date. If the plan restored or partially restored benefits under 26 CFR 1.432(e)(9)-1(e)(3) before the SFA measurement date, the benefit payments in this Sheet 4A-2 should reflect fully restored prospective benefits.

Make-up payments to be paid to restore previously suspended benefits should not be included in this Sheet 4A-2, and are separately shown in Sheet 4A-4.

Except for the first row in the projection exhibit, each row must include the full plan year of the indicated information up to the plan year ending in 2051. The first row in the projection period is for the period beginning on the SFA measurement date and ending on the last day of the plan year containing the SFA measurement date, so the first row may contain less than a full plan year of information. For all other periods, provide the full plan year of information up to the plan year ending in 2051.

4A-3 SFA Determination - Participant Count and Administrative Expenses for the "basic method" for all plans, and for the "increasing assets method" for MPRA plans

This sheet is not required for an IFR filer submitting a supplemented application under § 4262.4(g)(6).

On this sheet, you will provide:
--Basic plan information (plan name, EIN/PN, SFA measurement date), and
--Year-by-year deterministic projection of participant count and administrative expenses.

For each plan year in the period beginning on the SFA measurement date and ending on the last day of the last plan year ending in 2051 (the "SFA coverage period"), identify the projected total participant count at the beginning of each year, as well as administrative expenses, separately for premiums to PBGC and for all other administrative expenses. On this Sheet 4A-3, show all administrative expenses as positive amounts. Total expenses should match the amounts shown on 4A-4 and 4A-5.

Any amounts owed to PBGC for financial assistance under section 4261 of ERISA should not be included in this Sheet 4A-3.

Except for the first row in the projection exhibit, each row must include the full plan year of the indicated information up to the plan year ending in 2051. The first row in the projection period is for the period beginning on the SFA measurement date and ending on the last day of the plan year containing the SFA measurement date, so the first row may contain less than a full plan year of information. For all other periods, provide the full plan year of information up to the plan year ending in 2051.

4A-4 SFA Determination - Details for the "basic method" under § 4262.4(a)(1) for all plans

On this sheet, you will provide:
--Basic plan information (plan name, EIN/PN, SFA measurement date, non-SFA interest rate, SFA interest rate),
--MPRA plan status and, if applicable, certain MPRA information,
--Fair Market Value of Assets as of the SFA measurement date,
--SFA Amount as of the SFA measurement date calculated under the "basic method",
--Projected SFA exhaustion year (only if the requested amount of SFA is determined under the "basic method"), and
--Year-by-year deterministic projection.

For each plan year in the period beginning on the SFA measurement date and ending on the last day of the last plan year ending in 2051 (the "SFA coverage period"), provide each of the items requested in Columns (1) through (12). Show payments INTO the plan as positive amounts and payments OUT of the plan as negative amounts.

If the plan has suspended benefit payments under sections 305(e)(9) or 4245(a) of ERISA, Column (5) should show the make-up payments to be paid to restore the previously suspended benefits. These amounts should be determined as if such make-up payments are paid beginning as of the SFA measurement date. If the plan sponsor elects to pay these amounts as a lump sum, then the lump sum amount is assumed paid as of the SFA measurement date. If the plan sponsor elects to pay equal installments over 60 months, the first monthly payment is assumed paid on the first regular payment date on or after the SFA measurement date. See the examples in the SFA Instructions. If the make-up payments are paid over 60 months, each row in the projection should reflect the monthly payments for that period. The prospective reinstatement of suspended benefits is included in Column (4); Column (5) is only for make-up payments for past benefits that were suspended.

Except for the first row in the projection exhibit, each row must include the full plan year of the indicated information up to the plan year ending in 2051. The first row in the projection period is for the period beginning on the SFA measurement date and ending on the last day of the plan year containing the SFA measurement date, so the first row may contain less than a full plan year of information. For all other periods, provide the full plan year of information up to the plan year ending in 2051.

4A-5 SFA Determination - Details for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans

This sheet is to only be used by MPRA plans. For such plans, this sheet should be completed in addition to Sheet 4A-4.

On this sheet, you will provide:
--Basic plan information (plan name, EIN/PN, SFA measurement date, non-SFA interest rate, SFA interest rate),
--MPRA plan status, and if applicable, certain MPRA information,
--Fair Market Value of Assets as of the SFA measurement date,
--SFA Amount as of the SFA measurement date calculated under the "increasing assets method",
--Projected SFA exhaustion year (only if the requested amount of SFA is determined under the "increasing assets method"), and
--Year-by-year deterministic projection.

This sheet is identical to Sheet 4A-4, and the information in Columns (1) through (6) should be the same as that used in the "basic method" calculation in Sheet 4A-4. The SFA Amount as of the SFA Measurement Date will differ from that calculated in Sheet 4A-4, as it will be calculated in accordance with § 4262.4(a)(2)(i) as the lowest whole dollar amount (not less than $0) for which, as of the last day of each plan year during the SFA coverage period, projected SFA assets and projected non-SFA assets are both greater than or equal to zero, and, as of the last day of the SFA coverage period, the sum of projected SFA assets and projected non-SFA assets is greater than the amount of such sum as of the last day of the immediately preceding plan year.

Version Updates (newest version at top)

Version	Date updated	
v20221102p	11/02/2022	Added clarifying instructions for 4A-2 and 4A-3
v20220802p	08/02/2022	Cosmetic changes to increase the size of some rows
v20220701p	07/01/2022	

TEMPLATE 4A - Sheet 4A-1 v20221102p

SFA Determination - non-SFA Interest Rate and SFA Interest Rate

Provide the non-SFA interest rate and SFA interest rate used, including supporting details on how they were determined.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan	
EIN:	16-6103576	
PN:	001	
Initial Application Date:	03/28/2022	
SFA Measurement Date:	12/31/2021	For a plan other than a plan described in § 4262.4(g) (i.e., for a plan that has not filed an initial application under PBGC's interim final rule), the last day of the third calendar month immediately preceding the plan's initial application date. For a plan described in § 4262.4(g) (i.e., for a plan that filed an initial application prior to publication of the final rule), the last day of the calendar quarter immediately preceding the plan's initial application date.
Last day of first plan year ending after the measurement date:	12/31/2022	

Non-SFA Interest Rate Used:	5.26%	Rate used in projection of non-SFA assets.
SFA Interest Rate Used:	2.91%	Rate used in projection of SFA assets.

Development of non-SFA interest rate and SFA interest rate:

Plan Interest Rate:	7.50%	Interest rate used for the funding standard account projections in the plan's most recently completed certification of plan status before 1/1/2021.

	Month Year	(i)	(ii)	(iii)	
		Corresponding ERISA Section 303(h)(2)(C)(i), (ii), and (iii) rates disregarding modifications made under clause (iv) of such section.			
Month in which plan's initial application is filed, and corresponding segment rates (leave (i), (ii), and (iii) blank if the IRS Notice for this month has not yet been issued):	March 2022	0.87%	2.64%	3.28%	24-month average segment rates without regard to interest rate stabilization rules. These rates are issued by IRS each month. For example, the applicable segment rates for August 2021 are 1.13%, 2.70%, and 3.38%. Those rates were issued in IRS Notice 21-50 on August 16, 2021 (see page 2 of notice under the heading "24-Month Average Segment Rates Without 25-Year Average Adjustment").
1 month preceding month in which plan's initial application is filed, and corresponding segment rates:	February 2022	0.86%	2.61%	3.26%	
2 months preceding month in which plan's initial application is filed, and corresponding segment rates:	January 2022	0.88%	2.61%	3.27%	They are also available on IRS' Funding Yield Curve Segment Rate Tables web page (See Funding Table 3 under the heading "24-Month Average Segment Rates Not Adjusted").
3 months preceding month in which plan's initial application is filed, and corresponding segment rates:	December 2021	0.92%	2.62%	3.39%	

Non-SFA Interest Rate Limit *(lowest 3rd segment rate plus 200 basis points)* :	5.26%	This amount is calculated based on the other information entered above.
Non-SFA Interest Rate Calculation *(lesser of Plan Interest Rate and Non-SFA Interest Rate Limit):*	5.26%	This amount is calculated based on the other information entered above.
Non-SFA Interest Rate Match Check:	Match	If the non-SFA Interest Rate Calculation is not equal to the non-SFA Interest Rate Used, provide explanation below.

SFA Interest Rate Limit (*lowest average of the 3 segment rates plus 67 basis points*):	2.91%	This amount is calculated based on the other information entered.
SFA Interest Rate Calculation (*lesser of Plan Interest Rate and SFA Interest Rate Limit*):	2.91%	This amount is calculated based on the other information entered above.
SFA Interest Rate Match Check:	Match	If the SFA Interest Rate Calculation is not equal to the SFA Interest Rate Used, provide explanation below.

TEMPLATE 4A - Sheet 4A-2

v20221102p

SFA Determination - Benefit Payments for the "basic method" for all plans, and for the "increasing assets method" for MRPA plans

See Template 4A Instructions for Additional Instructions for Sheet 4A-2.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
SFA Measurement Date:	12/31/2021

On this Sheet, show all benefit payment amounts as positive amounts.

		PROJECTED BENEFIT PAYMENTS for:				
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	Current Retirees and Beneficiaries in Pay Status	Current Terminated Vested Participants	Current Active Participants	New Entrants	Total
01/01/2022	12/31/2022	$7,673,797	$1,604,531	$270,197	$0	$9,548,525
01/01/2023	12/31/2023	$7,242,849	$1,245,802	$381,754	$0	$8,870,405
01/01/2024	12/31/2024	$7,006,021	$1,613,327	$515,628	$0	$9,134,977
01/01/2025	12/31/2025	$6,806,208	$1,940,284	$646,343	$360	$9,393,195
01/01/2026	12/31/2026	$6,615,638	$2,266,892	$773,609	$692	$9,656,831
01/01/2027	12/31/2027	$6,409,208	$2,525,464	$885,766	$874	$9,821,312
01/01/2028	12/31/2028	$6,205,909	$2,823,493	$965,270	$2,130	$9,996,802
01/01/2029	12/31/2029	$5,999,221	$3,142,003	$1,056,988	$7,240	$10,205,452
01/01/2030	12/31/2030	$5,767,636	$3,403,749	$1,129,774	$12,162	$10,313,321
01/01/2031	12/31/2031	$5,530,548	$3,641,733	$1,178,863	$15,269	$10,366,413
01/01/2032	12/31/2032	$5,289,844	$3,803,156	$1,238,467	$19,848	$10,351,315
01/01/2033	12/31/2033	$5,049,866	$3,960,977	$1,288,532	$25,275	$10,324,650
01/01/2034	12/31/2034	$4,789,913	$4,114,095	$1,329,394	$30,355	$10,263,757
01/01/2035	12/31/2035	$4,530,946	$4,229,926	$1,357,842	$38,758	$10,157,472
01/01/2036	12/31/2036	$4,271,921	$4,314,036	$1,372,018	$48,516	$10,006,491
01/01/2037	12/31/2037	$4,008,104	$4,387,143	$1,378,719	$58,493	$9,832,459
01/01/2038	12/31/2038	$3,740,518	$4,431,089	$1,375,469	$73,342	$9,620,418
01/01/2039	12/31/2039	$3,470,612	$4,434,460	$1,372,776	$88,213	$9,366,061
01/01/2040	12/31/2040	$3,200,042	$4,406,482	$1,365,174	$100,572	$9,072,270
01/01/2041	12/31/2041	$2,930,637	$4,359,345	$1,357,238	$114,835	$8,762,055
01/01/2042	12/31/2042	$2,664,353	$4,293,163	$1,341,653	$130,167	$8,429,336
01/01/2043	12/31/2043	$2,403,235	$4,225,348	$1,321,904	$145,346	$8,095,833
01/01/2044	12/31/2044	$2,149,408	$4,134,462	$1,295,040	$160,393	$7,739,303
01/01/2045	12/31/2045	$1,905,041	$4,012,892	$1,259,756	$179,832	$7,357,521
01/01/2046	12/31/2046	$1,672,313	$3,880,486	$1,226,919	$200,602	$6,980,320
01/01/2047	12/31/2047	$1,453,296	$3,724,868	$1,192,436	$221,000	$6,591,600
01/01/2048	12/31/2048	$1,249,794	$3,565,933	$1,150,577	$243,684	$6,209,988
01/01/2049	12/31/2049	$1,063,249	$3,395,476	$1,105,404	$266,211	$5,830,340
01/01/2050	12/31/2050	$894,630	$3,219,071	$1,058,303	$286,743	$5,458,747
01/01/2051	12/31/2051	$744,373	$3,034,880	$1,009,338	$308,454	$5,097,045

TEMPLATE 4A - Sheet 4A-3

v20221102p

SFA Determination - Participant Count and Administrative Expenses for the "basic method" for all plans, and for the "increasing assets method" for MPRA plans

See Template 4A Instructions for Additional Instructions for Sheet 4A-3.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
SFA Measurement Date:	12/31/2021

On this Sheet, show all administrative expense amounts as positive amounts.

			PROJECTED ADMINISTRATIVE EXPENSES for:		
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	Total Participant Count at Beginning of Plan Year	PBGC Premiums	Other	Total
01/01/2022	12/31/2022	2,977	$0	$505,581	$505,581
01/01/2023	12/31/2023	2,969	$0	$643,564	$643,564
01/01/2024	12/31/2024	2,940	$0	$665,245	$665,245
01/01/2025	12/31/2025	2,909	$0	$1,380,007	$1,380,007
01/01/2026	12/31/2026	2,899	$0	$2,474,328	$2,474,328
01/01/2027	12/31/2027	2,891	$118,531	$1,553,151	$1,671,682
01/01/2028	12/31/2028	2,879	$120,918	$957,905	$1,078,823
01/01/2029	12/31/2029	2,863	$123,109	$902,368	$1,025,477
01/01/2030	12/31/2030	2,847	$125,268	$843,455	$968,723
01/01/2031	12/31/2031	2,826	$146,952	$864,541	$1,011,493
01/01/2032	12/31/2032	2,800	$148,400	$886,154	$1,034,554
01/01/2033	12/31/2033	2,774	$149,796	$908,308	$1,058,104
01/01/2034	12/31/2034	2,744	$150,920	$931,016	$1,081,936
01/01/2035	12/31/2035	2,709	$151,704	$954,291	$1,105,995
01/01/2036	12/31/2036	2,672	$152,304	$978,149	$1,130,453
01/01/2037	12/31/2037	2,632	$152,656	$1,002,602	$1,155,258
01/01/2038	12/31/2038	2,591	$152,869	$1,027,668	$1,180,537
01/01/2039	12/31/2039	2,546	$152,760	$1,053,359	$1,206,119
01/01/2040	12/31/2040	2,498	$154,876	$1,079,693	$1,234,569
01/01/2041	12/31/2041	2,449	$156,736	$1,051,447	$1,208,183
01/01/2042	12/31/2042	2,397	$158,202	$1,011,520	$1,169,722
01/01/2043	12/31/2043	2,341	$159,188	$971,500	$1,130,688
01/01/2044	12/31/2044	2,285	$159,950	$928,716	$1,088,666
01/01/2045	12/31/2045	2,228	$160,416	$882,903	$1,043,319
01/01/2046	12/31/2046	2,171	$160,654	$837,638	$998,292
01/01/2047	12/31/2047	2,110	$160,360	$790,992	$951,352
01/01/2048	12/31/2048	2,048	$159,744	$745,199	$904,943
01/01/2049	12/31/2049	1,988	$159,040	$699,641	$858,681
01/01/2050	12/31/2050	1,928	$158,096	$655,050	$813,146
01/01/2051	12/31/2051	1,869	$156,996	$611,645	$768,641

TEMPLATE 4A - Sheet 4A-4

v20221102p

SFA Determination - Details for the "basic method" under § 4262.4(a)(1) for all plans

See Template 4A Instructions for Additional Instructions for Sheet 4A-4.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan	
EIN:	16-6103576	
PN:	001	
MPRA Plan?	No	Meets the definition of a MPRA plan described in § 4262.4(a)(3)?
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A	MPRA increasing assets method described in § 4262.4(a)(2)(i). MPRA present value method described in § 4262.4(a)(2)(ii).
SFA Measurement Date:	12/31/2021	
Fair Market Value of Assets as of the SFA Measurement Date:	$2,500,000	
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	$186,654,934	Per § 4262.4(a)(1), the lowest whole dollar amount (not less than $0) for which, as of the last day of each plan year during the SFA coverage period, projected SFA assets and projected non-SFA assets are both greater than or equal to zero.
Projected SFA exhaustion year:	2046	Only required on this sheet if the requested amount of SFA is based on the "basic method". Plan Year Start Date of the plan year in which the sum of annual projected benefit payments and administrative expenses for the year exceeds the beginning-of-year projected SFA assets.
Non-SFA Interest Rate:	5.26%	
SFA Interest Rate:	2.91%	

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

SFA Measurement Date / Plan Year Start Date	Plan Year End Date	(1) Contributions	(2) Withdrawal Liability Payments	(3) Other Payments to Plan (excluding financial assistance and SFA)	(4) Benefit Payments (should match total from Sheet 4A-2)	(5) Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	(6) Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA; should match total from Sheet 4A-3)	(7) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	(8) SFA Investment Income Based on SFA Interest Rate	(9) Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	(10) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	(11) Non-SFA Investment Income Based on Non-SFA Interest Rate	(12) Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
01/01/2022	12/31/2022	$531,428	$84,396	$0	-$9,548,525	-$408,604	-$505,581	-$10,462,710	$5,259,135	$181,451,359	$0	$145,756	$3,261,580
01/01/2023	12/31/2023	$533,719	$84,396	$0	-$8,870,405	$0	-$643,564	-$9,513,969	$5,131,042	$177,068,432	$0	$185,867	$4,065,562
01/01/2024	12/31/2024	$487,906	$84,396	$0	-$9,134,977	$0	-$665,245	-$9,800,222	$4,999,013	$172,267,223	$0	$227,119	$4,864,984
01/01/2025	12/31/2025	$446,675	$84,396	$0	-$9,393,195	$0	-$1,380,007	-$10,773,202	$4,844,828	$166,338,849	$0	$268,235	$5,664,289
01/01/2026	12/31/2026	$442,093	$84,396	$0	-$9,656,831	$0	-$2,474,328	-$12,131,159	$4,652,234	$158,859,924	$0	$310,174	$6,500,953
01/01/2027	12/31/2027	$437,512	$107,434	$0	-$9,821,312	$0	-$1,671,682	-$11,492,994	$4,444,689	$151,811,619	$0	$354,685	$7,400,584
01/01/2028	12/31/2028	$432,931	$107,434	$0	-$9,996,802	$0	-$1,078,823	-$11,075,625	$4,245,463	$144,981,457	$0	$401,902	$8,342,852
01/01/2029	12/31/2029	$428,349	$107,434	$0	-$10,205,452	$0	-$1,025,477	-$11,230,929	$4,044,211	$137,794,740	$0	$451,361	$9,329,996
01/01/2030	12/31/2030	$423,768	$107,434	$0	-$10,313,321	$0	-$968,723	-$11,282,044	$3,834,222	$130,346,918	$0	$503,181	$10,364,380
01/01/2031	12/31/2031	$419,187	$57,011	$0	-$10,366,413	$0	-$1,011,493	-$11,377,906	$3,616,215	$122,585,226	$0	$556,160	$11,396,739
01/01/2032	12/31/2032	$414,606	$23,038	$0	-$10,351,315	$0	-$1,034,554	-$11,385,869	$3,390,264	$114,589,621	$0	$609,465	$12,443,848
01/01/2033	12/31/2033	$412,315	$23,038	$0	-$10,324,650	$0	-$1,058,104	-$11,382,754	$3,157,682	$106,364,549	$0	$664,491	$13,543,693
01/01/2034	12/31/2034	$407,734	$23,038	$0	-$10,263,757	$0	-$1,081,936	-$11,345,693	$2,918,955	$97,937,810	$0	$722,239	$14,696,704
01/01/2035	12/31/2035	$403,152	$23,038	$0	-$10,157,472	$0	-$1,105,995	-$11,263,467	$2,675,069	$89,349,411	$0	$782,784	$15,905,678
01/01/2036	12/31/2036	$398,571	$23,038	$0	-$10,006,491	$0	-$1,130,453	-$11,136,944	$2,427,175	$80,639,643	$0	$846,272	$17,173,560
01/01/2037	12/31/2037	$393,990	$23,038	$0	-$9,832,459	$0	-$1,155,258	-$10,987,717	$2,176,107	$71,828,032	$0	$912,859	$18,503,447
01/01/2038	12/31/2038	$391,699	$23,038	$0	-$9,620,418	$0	-$1,180,537	-$10,800,955	$1,922,665	$62,949,743	$0	$982,759	$19,900,944
01/01/2039	12/31/2039	$387,118	$23,038	$0	-$9,366,061	$0	-$1,206,119	-$10,572,180	$1,667,943	$54,045,506	$0	$1,056,164	$21,367,264
01/01/2040	12/31/2040	$382,537	$23,038	$0	-$9,072,270	$0	-$1,234,569	-$10,306,839	$1,413,065	$45,151,732	$0	$1,133,188	$22,906,027
01/01/2041	12/31/2041	$380,246	$23,038	$0	-$8,762,055	$0	-$1,208,183	-$9,970,238	$1,159,546	$36,341,041	$0	$1,214,075	$24,523,387
01/01/2042	12/31/2042	$375,665	$23,038	$0	-$8,429,336	$0	-$1,169,722	-$9,599,058	$908,972	$27,650,955	$0	$1,299,045	$26,221,135
01/01/2043	12/31/2043	$371,084	$23,038	$0	-$8,095,833	$0	-$1,130,688	-$9,226,521	$661,924	$19,086,358	$0	$1,388,243	$28,003,500
01/01/2044	12/31/2044	$368,793	$23,038	$0	-$7,739,303	$0	-$1,088,666	-$8,827,969	$418,932	$10,677,320	$0	$1,481,943	$29,877,275
01/01/2045	12/31/2045	$364,212	$23,038	$0	-$7,357,521	$0	-$1,043,319	-$8,400,840	$180,911	$2,457,392	$0	$1,580,400	$31,844,925
01/01/2046	12/31/2046	$361,921	$23,038	$0	-$6,980,320	$0	-$998,292	-$2,457,392	$0	$0	-$5,521,220	$1,529,749	$28,238,412
01/01/2047	12/31/2047	$357,340	$0	$0	-$6,591,600	$0	-$951,352	$0	$0	$0	-$7,542,952	$1,283,057	$22,335,857
01/01/2048	12/31/2048	$352,758	$0	$0	-$6,209,988	$0	-$904,943	$0	$0	$0	-$7,114,931	$984,563	$16,558,247
01/01/2049	12/31/2049	$350,468	$0	$0	-$5,830,340	$0	-$858,681	$0	$0	$0	-$6,689,021	$692,632	$10,912,327
01/01/2050	12/31/2050	$345,886	$0	$0	-$5,458,747	$0	-$813,146	$0	$0	$0	-$6,271,893	$407,324	$5,393,644
01/01/2051	12/31/2051	$343,596	$0	$0	-$5,097,045	$0	-$768,641	$0	$0	$0	-$5,865,686	$128,449	$2

TEMPLATE 4A - Sheet 4A-5 v20221102p

SFA Determination - Details for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans

See Template 4A Instructions for Additional Instructions for Sheet 4A-5.

PLAN INFORMATION

Abbreviated Plan Name:		
EIN:		
PN:		
MPRA Plan?		Meets the definition of a MPRA plan described in § 4262.4(a)(3)?
If a MPRA Plan, which method yields the greatest amount of SFA?		MPRA increasing assets method described in § 4262.4(a)(2)(i). MPRA present value method described in § 4262.4(a)(2)(ii).
SFA Measurement Date:		
Fair Market Value of Assets as of the SFA Measurement Date:		
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:		Per § 4262.4(a)(2)(i), the lowest whole dollar amount (not less than $0) for which, as of the last day of each plan year during the SFA coverage period, projected SFA assets and projected non-SFA assets are both greater than or equal to zero, and, as of the last day of the SFA coverage period, the sum of projected SFA assets and projected non-SFA assets is greater than the amount of such sum as of the last day of the immediately preceding plan year.
Projected SFA exhaustion year:		Only required on this sheet if the requested amount of SFA is based on the "increasing assets method". Plan Year Start Date of the plan year in which the sum of annual projected benefit payments and administrative expenses for the year exceeds the beginning-of-year projected SFA assets.
Non-SFA Interest Rate:		
SFA Interest Rate:		

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

SFA Measurement Date / Plan Year Start Date	Plan Year End Date	(1) Contributions	(2) Withdrawal Liability Payments	(3) Other Payments to Plan (excluding financial assistance and SFA)	(4) Benefit Payments (should match total from Sheet 4A-2)	(5) Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	(6) Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA; should match total from Sheet 4A-3)	(7) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	(8) SFA Investment Income Based on SFA Interest Rate	(9) Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	(10) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	(11) Non-SFA Investment Income Based on Non-SFA Interest Rate	(12) Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))

TEMPLATE 5A

v20220802p

Baseline - for non-MPRA plans using the "basic method", or for MPRA plans for which the requested amount of SFA is determined under the "increasing assets method"

File name: *Template 5A Plan Name* , where "Plan Name" is an abbreviated version of the plan name.

Instructions for Section C, Item (5) of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance:

This Template 5A is not required if all assumptions and methods used to determine the requested SFA amount are identical to those used in the most recent actuarial certification of plan status completed before 1/1/2021 ("pre-2021 certification of plan status"), except the non-SFA and SFA interest rates, and except any assumptions that were changed in accordance with Section III, Acceptable Assumption Changes in PBGC's SFA assumptions guidance (other than the acceptable assumption change for "missing" terminated vested participants described in Section III.E. of PBGC's SFA assumptions guidance).

Provide a separate deterministic projection ("Baseline") using the same calculation methodology used to determine the requested SFA amount, in the same format as Template 4A (Sheets 4A-2, 4A-3, and either 4A-4 or 4A-5) that shows the amount of SFA that would be determined if all underlying assumptions and methods used in the projection were the same as those used in the pre-2021 certification of plan status, except the plan's non-SFA interest rate and SFA interest rate, which should be the same as used in Template 4A (Sheet 4A-1).

For purposes of this Template 5A, any assumption change made in accordance with Section III, Acceptable Assumption Changes, in PBGC's SFA assumptions guidance should be reflected in this Baseline calculation of the SFA amount and supporting projection information, except that an assumption change for “missing” terminated vested participants described in Section III.E of PBGC’s SFA assumptions guidance should not be reflected in the Baseline projections. See examples in the SFA instructions for Section C, Item (5).

Additional instructions for each individual worksheet:

Sheet

5A-1 Baseline - Benefit Payments for the "basic method", or for MPRA plans for which the requested amount of SFA is determined under the "increasing assets method"

See Template 4A instructions for Sheet 4A-2, except provide the benefit payment projection used to determine the Baseline SFA amount.

5A-2 Baseline - Participant Count and Administrative Expenses for the "basic method", or for MPRA plans for which the requested amount of SFA is determined under the "increasing assets method"

See Template 4A instructions for Sheet 4A-3, except provide the projected total participant count and administrative expense projection used to determine the Baseline SFA amount.

5A-3 Baseline - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

For non-MPRA plans, see Template 4A instructions for Sheet 4A-4, except provide the projection used to determine the Baseline SFA amount under the "basic method" described in § 4262.4(a)(1). Unlike Sheet 4A-4, it is not necessary to explicitly identify the projected SFA exhaustion year in Sheet 5A-3.

For MPRA plans for which the requested amount of SFA is determined under the "increasing assets method", see Template 4A instructions for Sheet 4A-5, except provide the projection used to determine the Baseline SFA amount under the "increasing assets method" described in § 4262.4(a)(2)(i). Unlike Sheet 4A-5, it is not necessary to identify the projected SFA exhaustion year in Sheet 5A-3.

Version Updates (newest version at top)

Version	Date updated	
v20220802p	08/02/2022	Cosmetic changes to increase the size of some rows
v20220701p	07/01/2022	

TEMPLATE 5A - Sheet 5A-1 v20220802p

Baseline - Benefit Payments for the "basic method", or for MPRA plans for which the requested amount of SFA is determined under the "increasing assets method"

See Template 4A instructions for Sheet 4A-2, except provide the benefit payment projection used to determine the Baseline SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
SFA Measurement Date:	12/31/2021

On this Sheet, show all benefit payment amounts as positive amounts.

		PROJECTED BENEFIT PAYMENTS for:				
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	Current Retirees and Beneficiaries in Pay Status	Current Terminated Vested Participants	Current Active Participants	New Entrants	Total
01/01/2022	12/31/2022	$7,594,379	$3,555,448	$289,291	$0	$11,439,118
01/01/2023	12/31/2023	$7,360,474	$1,058,843	$388,403	$0	$8,807,720
01/01/2024	12/31/2024	$7,113,820	$1,487,561	$500,974	$0	$9,102,355
01/01/2025	12/31/2025	$6,904,209	$1,885,735	$686,975	$243	$9,477,162
01/01/2026	12/31/2026	$6,703,957	$2,199,005	$846,135	$462	$9,749,559
01/01/2027	12/31/2027	$6,488,277	$2,414,719	$1,006,793	$667	$9,910,456
01/01/2028	12/31/2028	$6,275,621	$2,667,303	$1,074,217	$1,038	$10,018,179
01/01/2029	12/31/2029	$6,059,733	$2,996,788	$1,226,290	$6,652	$10,289,463
01/01/2030	12/31/2030	$5,819,357	$3,247,641	$1,313,125	$11,877	$10,392,000
01/01/2031	12/31/2031	$5,573,836	$3,416,514	$1,324,845	$16,989	$10,332,184
01/01/2032	12/31/2032	$5,325,092	$3,565,706	$1,398,734	$22,708	$10,312,240
01/01/2033	12/31/2033	$5,077,624	$3,699,109	$1,469,658	$28,076	$10,274,467
01/01/2034	12/31/2034	$4,810,980	$3,815,382	$1,569,928	$33,953	$10,230,243
01/01/2035	12/31/2035	$4,545,770	$3,882,844	$1,613,300	$40,405	$10,082,319
01/01/2036	12/31/2036	$4,281,183	$3,902,047	$1,643,207	$45,949	$9,872,386
01/01/2037	12/31/2037	$4,012,538	$3,905,785	$1,672,509	$52,432	$9,643,264
01/01/2038	12/31/2038	$3,740,894	$3,929,939	$1,679,749	$77,046	$9,427,628
01/01/2039	12/31/2039	$3,467,711	$3,945,795	$1,674,367	$99,204	$9,187,077
01/01/2040	12/31/2040	$3,194,637	$3,891,482	$1,633,145	$120,656	$8,839,920
01/01/2041	12/31/2041	$2,923,475	$3,827,761	$1,613,454	$144,162	$8,508,852
01/01/2042	12/31/2042	$2,656,130	$3,719,589	$1,629,785	$166,256	$8,171,760
01/01/2043	12/31/2043	$2,394,580	$3,611,119	$1,661,547	$189,011	$7,856,257
01/01/2044	12/31/2044	$2,140,864	$3,499,484	$1,676,461	$212,700	$7,529,509
01/01/2045	12/31/2045	$1,897,046	$3,367,458	$1,631,260	$233,476	$7,129,240
01/01/2046	12/31/2046	$1,665,194	$3,230,568	$1,595,932	$256,125	$6,747,819
01/01/2047	12/31/2047	$1,447,263	$3,084,067	$1,578,825	$277,315	$6,387,470
01/01/2048	12/31/2048	$1,244,943	$2,926,749	$1,550,392	$332,608	$6,054,692
01/01/2049	12/31/2049	$1,059,577	$2,765,935	$1,559,320	$384,853	$5,769,685
01/01/2050	12/31/2050	$892,052	$2,594,887	$1,528,103	$434,836	$5,449,878
01/01/2051	12/31/2051	$742,745	$2,421,302	$1,461,949	$490,604	$5,116,600

TEMPLATE 5A - Sheet 5A-2 v20220802p

Baseline - Participant Count and Administrative Expenses for the "basic method", or for MPRA plans for which the requested amount of SFA is determined under the "increasing assets method"

See Template 4A instructions for Sheet 4A-3, except provide the projected total participant count and administrative expense projection used to determine the Baseline SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
SFA Measurement Date:	12/31/2021

On this Sheet, show all administrative expense amounts as positive amounts.

			PROJECTED ADMINISTRATIVE EXPENSES for:		
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	Total Participant Count at Beginning of Plan Year	PBGC Premiums	Other	Total
01/01/2022	12/31/2022	2,973	$0	$419,013	$419,013
01/01/2023	12/31/2023	2,973	$0	$427,393	$427,393
01/01/2024	12/31/2024	2,973	$0	$435,941	$435,941
01/01/2025	12/31/2025	2,973	$0	$444,660	$444,660
01/01/2026	12/31/2026	2,973	$0	$453,553	$453,553
01/01/2027	12/31/2027	2,973	$105,038	$462,624	$567,662
01/01/2028	12/31/2028	2,973	$107,139	$471,877	$579,016
01/01/2029	12/31/2029	2,973	$109,281	$481,314	$590,595
01/01/2030	12/31/2030	2,973	$111,467	$490,941	$602,408
01/01/2031	12/31/2031	2,973	$113,696	$500,759	$614,455
01/01/2032	12/31/2032	2,973	$115,970	$510,775	$626,745
01/01/2033	12/31/2033	2,973	$118,290	$520,990	$639,280
01/01/2034	12/31/2034	2,973	$120,655	$531,410	$652,065
01/01/2035	12/31/2035	2,973	$123,069	$542,038	$665,107
01/01/2036	12/31/2036	2,973	$125,530	$552,879	$678,409
01/01/2037	12/31/2037	2,973	$128,041	$563,936	$691,977
01/01/2038	12/31/2038	2,973	$130,601	$575,215	$705,816
01/01/2039	12/31/2039	2,973	$133,213	$586,719	$719,932
01/01/2040	12/31/2040	2,973	$135,878	$598,454	$734,332
01/01/2041	12/31/2041	2,973	$138,595	$610,423	$749,018
01/01/2042	12/31/2042	2,973	$141,367	$622,631	$763,998
01/01/2043	12/31/2043	2,973	$144,194	$635,084	$779,278
01/01/2044	12/31/2044	2,973	$147,078	$647,786	$794,864
01/01/2045	12/31/2045	2,973	$150,020	$660,741	$810,761
01/01/2046	12/31/2046	2,973	$153,020	$673,956	$826,976
01/01/2047	12/31/2047	2,973	$156,081	$687,435	$843,516
01/01/2048	12/31/2048	2,973	$159,202	$701,184	$860,386
01/01/2049	12/31/2049	2,973	$162,386	$692,362	$854,748
01/01/2050	12/31/2050	2,973	$165,634	$653,985	$819,619
01/01/2051	12/31/2051	2,973	$168,947	$613,992	$782,939

TEMPLATE 5A - Sheet 5A-3 v20220802p

Baseline - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See Template 4A instructions for Sheet 4A-4 or Sheet 4A-5, except provide the projection used to determine the Baseline SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
MPRA Plan?	No
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A
SFA Measurement Date:	12/31/2021
Fair Market Value of Assets as of the SFA Measurement Date:	$2,500,000
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	$176,596,491
Non-SFA Interest Rate:	5.26%
SFA Interest Rate:	2.91%

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

SFA Measurement Date / Plan Year Start Date	Plan Year End Date	(1) Contributions	(2) Withdrawal Liability Payments	(3) Other Payments to Plan (excluding financial assistance and SFA)	(4) Benefit Payments (should match total from Sheet 5A-1)	(5) Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	(6) Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA; should match total from Sheet 5A-2)	(7) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	(8) SFA Investment Income Based on SFA Interest Rate	(9) Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	(10) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	(11) Non-SFA Investment Income Based on Non-SFA Interest Rate	(12) Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
01/01/2022	12/31/2022	$506,188	$0	$0	-$11,439,118	$0	-$419,013	-$11,858,131	$4,966,422	$169,704,782	$0	$144,813	$3,151,001
01/01/2023	12/31/2023	$506,188	$0	$0	-$8,807,720	$0	-$427,393	-$9,235,113	$4,804,038	$165,273,707	$0	$179,055	$3,836,244
01/01/2024	12/31/2024	$506,188	$0	$0	-$9,102,355	$0	-$435,941	-$9,538,296	$4,670,683	$160,406,094	$0	$215,099	$4,557,531
01/01/2025	12/31/2025	$506,188	$0	$0	-$9,477,162	$0	-$444,660	-$9,921,822	$4,523,455	$155,007,726	$0	$253,039	$5,316,758
01/01/2026	12/31/2026	$506,188	$0	$0	-$9,749,559	$0	-$453,553	-$10,203,112	$4,362,270	$149,166,884	$0	$292,974	$6,115,920
01/01/2027	12/31/2027	$506,188	$0	$0	-$9,910,456	$0	-$567,662	-$10,478,118	$4,188,300	$142,877,065	$0	$335,010	$6,957,119
01/01/2028	12/31/2028	$506,188	$0	$0	-$10,018,179	$0	-$579,016	-$10,597,195	$4,003,533	$136,283,404	$0	$379,257	$7,842,564
01/01/2029	12/31/2029	$506,188	$0	$0	-$10,289,463	$0	-$590,595	-$10,880,058	$3,807,542	$129,210,888	$0	$425,832	$8,774,583
01/01/2030	12/31/2030	$506,188	$0	$0	-$10,392,000	$0	-$602,408	-$10,994,408	$3,600,068	$121,816,549	$0	$474,856	$9,755,627
01/01/2031	12/31/2031	$506,188	$0	$0	-$10,332,184	$0	-$614,455	-$10,946,639	$3,385,588	$114,255,497	$0	$526,459	$10,788,274
01/01/2032	12/31/2032	$506,188	$0	$0	-$10,312,240	$0	-$626,745	-$10,938,985	$3,165,673	$106,482,186	$0	$580,776	$11,875,238
01/01/2033	12/31/2033	$506,188	$0	$0	-$10,274,467	$0	-$639,280	-$10,913,747	$2,939,837	$98,508,275	$0	$637,950	$13,019,376
01/01/2034	12/31/2034	$506,188	$0	$0	-$10,230,243	$0	-$652,065	-$10,882,308	$2,708,253	$90,334,221	$0	$698,132	$14,223,696
01/01/2035	12/31/2035	$506,188	$0	$0	-$10,082,319	$0	-$665,107	-$10,747,426	$2,472,351	$82,059,145	$0	$761,479	$15,491,363
01/01/2036	12/31/2036	$506,188	$0	$0	-$9,872,386	$0	-$678,409	-$10,550,795	$2,234,407	$73,742,758	$0	$828,158	$16,825,710
01/01/2037	12/31/2037	$506,188	$0	$0	-$9,643,264	$0	-$691,977	-$10,335,241	$1,995,536	$65,403,053	$0	$898,345	$18,230,243
01/01/2038	12/31/2038	$506,188	$0	$0	-$9,427,628	$0	-$705,816	-$10,133,444	$1,755,787	$57,025,396	$0	$972,224	$19,708,654
01/01/2039	12/31/2039	$506,188	$0	$0	-$9,187,077	$0	-$719,932	-$9,907,009	$1,515,292	$48,633,679	$0	$1,049,988	$21,264,830
01/01/2040	12/31/2040	$506,188	$0	$0	-$8,839,920	$0	-$734,332	-$9,574,252	$1,275,935	$40,335,362	$0	$1,131,843	$22,902,861
01/01/2041	12/31/2041	$506,188	$0	$0	-$8,508,852	$0	-$749,018	-$9,257,870	$1,039,057	$32,116,549	$0	$1,218,003	$24,627,052
01/01/2042	12/31/2042	$506,188	$0	$0	-$8,171,760	$0	-$763,998	-$8,935,758	$804,576	$23,985,367	$0	$1,308,696	$26,441,936
01/01/2043	12/31/2043	$506,188	$0	$0	-$7,856,257	$0	-$779,278	-$8,635,535	$572,327	$15,922,159	$0	$1,404,159	$28,352,283
01/01/2044	12/31/2044	$506,188	$0	$0	-$7,529,509	$0	-$794,864	-$8,324,373	$342,215	$7,940,002	$0	$1,504,643	$30,363,113
01/01/2045	12/31/2045	$506,188	$0	$0	-$7,129,240	$0	-$810,761	-$7,940,001	$115,527	$115,528	$0	$1,610,413	$32,479,714
01/01/2046	12/31/2046	$506,188	$0	$0	-$6,747,819	$0	-$826,976	-$115,528	$0	$0	-$7,459,268	$1,525,567	$27,052,201
01/01/2047	12/31/2047	$506,188	$0	$0	-$6,387,470	$0	-$843,516	$0	$0	$0	-$7,230,986	$1,246,084	$21,573,487
01/01/2048	12/31/2048	$506,188	$0	$0	-$6,054,692	$0	-$860,386	$0	$0	$0	-$6,915,078	$966,212	$16,130,808
01/01/2049	12/31/2049	$506,188	$0	$0	-$5,769,685	$0	-$854,748	$0	$0	$0	-$6,624,433	$687,571	$10,700,134
01/01/2050	12/31/2050	$506,188	$0	$0	-$5,449,878	$0	-$819,619	$0	$0	$0	-$6,269,497	$411,252	$5,348,076
01/01/2051	12/31/2051	$506,188	$0	$0	-$5,116,600	$0	-$782,939	$0	$0	$0	-$5,899,539	$139,464	$94,189

TEMPLATE 6A

v20220802p

Reconciliation - for non-MPRA plans using the "basic method", or for MPRA plans for which the requested amount of SFA is determined under the "increasing assets method"

File name: *Template 6A Plan Name* , where "Plan Name" is an abbreviated version of the plan name.

Instructions for Section C, Item (6) of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance:

This Template 6A is not required if all assumptions and methods used to determine the requested SFA amount are identical to those used in the most recent actuarial certification of plan status completed before 1/1/2021 ("pre-2021 certification of plan status"), except the non-SFA and SFA interest rates, and except any assumptions changed in accordance with Section III, Acceptable Assumption Changes, in PBGC's SFA assumptions guidance (other than the acceptable assumption change for "missing" terminated vested participants described in Section III.E of PBGC's SFA assumptions guidance).

This Template 6A is also not required if the requested SFA amount from Template 4A is the same as the SFA amount shown in Template 5A (Baseline).

If the assumptions/methods used to determine the requested SFA amount differ from those in the "Baseline" projection in Template 5A, then provide a reconciliation of the change in the total amount of SFA due to each change in assumption/method from the Baseline to the requested SFA as shown in Template 4A.

For each assumption/method change from the Baseline through the requested SFA amount, provide a deterministic projection using the same calculation methodology used to determine the requested SFA amount, in the same format as Template 4A (either Sheet 4A-4 or Sheet 4A-5).

Additional instructions for each individual worksheet:

Sheet

6A-1 **Reconciliation - Summary for the "basic method", or for MPRA plans for which the requested amount of SFA is determined under the "increasing assets method"**

For Item number 1, show the SFA amount determined in Template 5A using the "Baseline" assumptions and methods. If there is only one change in assumptions/methods between the Baseline (Template 5A) and the requested SFA amount (Template 4A), then show on Item number 2 the requested SFA amount, and briefly identify the change in assumptions from the Baseline.

If there is more than one change in assumptions/methods from the Baseline, show each individual change as a separate Item number. Each Item number should reflect all changes already measured in the prior Item number. For example, the difference between the SFA amount shown for Item number 4 and Item number 5 should be the incremental change due to changing the identified single assumption/method. The Item numbers should show assumption/method changes in the order that they were incrementally measured.

6A-2 Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

For non-MPRA plans, see Template 4A instructions for Sheet 4A-4, except provide the projection used to determine the intermediate Item number 2 SFA amount from Sheet 6A-1 under the "basic method" described in § 4262.4(a)(1). Unlike Sheet 4A-4, it is not necessary to explicitly identify the projected SFA exhaustion year in Sheet 6A-2.

For MPRA plans for which the requested amount of SFA is determined under the "increasing assets method", see Template 4A instructions for Sheet 4A-5, except provide the projection used to determine each intermediate SFA amount from Sheet 6A-1 under the "increasing assets method" described in § 4262.4(a)(2)(i). Unlike Sheet 4A-5, it is not necessary to explicitly identify the projected SFA exhaustion year in Sheet 6A-2.

A Reconciliation Details sheet is not needed for the last Item number shown in the Sheet 6A-1 Reconciliation, since the information should be the same as shown in Template 4A. For example, if there is only one assumption change from the Baseline, then Item number 2 should identify what assumption changed between the Baseline and Item number 2, where Item number 2 is the requested SFA amount. Since details on the determination of the requested SFA amount are shown in Template 4A, a separate Sheet 6A-2 Reconciliation Details is not required here.

6A-3 Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See instructions for 6A-2 Reconciliation Details, except for the intermediate Item number 3 SFA amount from Sheet 6A-1.

6A-4 Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See instructions for 6A-2 Reconciliation Details, except for the intermediate Item number 4 SFA amount from Sheet 6A-1.

6A-5 Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See instructions for 6A-2 Reconciliation Details, except for the intermediate Item number 5 SFA amount from Sheet 6A-1.

Version Updates (newest version at top)

Version	Date updated	
v20220802p	08/02/2022	Cosmetic changes to increase the size of some rows
v20220701p	07/01/2022	

TEMPLATE 6A - Sheet 6A-1

v20220802p

Reconciliation - Summary for the "basic method", or for MPRA plans for which the requested amount of SFA is determined under the "increasing assets method"

See Template 6A Instructions for Additional Instructions for Sheet 6A-1.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
MPRA Plan?	No
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A

Item number	Basis for Assumptions/Methods. For each Item, briefly describe the incremental change reflected in the SFA amount.	Change in SFA Amount (from prior Item number)	SFA Amount	NOTE: A sheet with Recon Details is not required for the last Item number provided, since that information should be the same as provided in Template 4A.
1	Baseline	N/A	$176,596,491	From Template 5A.
2	Cash Flow Timing Assumptions	$225,734	$176,822,225	Show details supporting the SFA amount on Sheet 6A-2.
3	Withdrawal Liability Payments Assumption	($1,415,226)	$175,406,999	Show details supporting the SFA amount on Sheet 6A-3.
4	VCP Corrections	($91,333)	$175,315,666	Show details supporting the SFA amount on Sheet 6A-4.
5	Reimbursement of PBGC Reduced Benefits	$408,604	$175,724,270	Show details supporting the SFA amount on Sheet 6A-5.
6	Valuation of Pop-Up Options	$1,208,835	$176,933,105	Show details supporting the SFA amount on Sheet 6A-6.
7	Valuation of Late Retirements	$9,330,637	$186,263,742	Show details supporting the SFA amount on Sheet 6A-7.
8	Retirement Assumption	($6,093,941)	$180,169,801	Show details supporting the SFA amount on Sheet 6A-8.
9	Turnover Assumption	($1,613,492)	$178,556,309	Show details supporting the SFA amount on Sheet 6A-9.
10	Optional Forms Assumption	($1,663,981)	$176,892,328	Show details supporting the SFA amount on Sheet 6A-10.
11	CBUs Assumption	$557,691	$177,450,019	Show details supporting the SFA amount on Sheet 6A-11.
12	Administrative Expenses Assumption	$9,204,915	$186,654,934	Matches Template 4A-4

Create additional rows as needed, and create additional detailed sheets by copying Sheet 6A-5 and re-labeling the header and the sheet name to be 6A-6, 6A-7, etc.

TEMPLATE 6A - Sheet 6A-2

Item Description (from 6A-1):	Cash Flow Timing Assumptions

v20220802p

Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See Template 4A instructions for Sheet 4A-4 or Sheet 4A-5, except provide the projection used to determine the intermediate SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
MPRA Plan?	No
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A
SFA Measurement Date:	12/31/2021
Fair Market Value of Assets as of the SFA Measurement Date:	$2,500,000
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	$176,822,225
Non-SFA Interest Rate:	5.26%
SFA Interest Rate:	2.91%

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	SFA Investment Income Based on SFA Interest Rate	Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	Non-SFA Investment Income Based on Non-SFA Interest Rate	Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
01/01/2022	12/31/2022	$506,188	$0	$0	-$11,439,118	$0	-$419,013	-$11,858,131	$4,959,110	$169,923,204	$0	$142,965	$3,149,153
01/01/2023	12/31/2023	$506,188	$0	$0	-$8,807,720	$0	-$427,393	-$9,235,113	$4,799,706	$165,487,797	$0	$177,110	$3,832,451
01/01/2024	12/31/2024	$506,188	$0	$0	-$9,102,355	$0	-$435,941	-$9,538,296	$4,665,867	$160,615,368	$0	$213,052	$4,551,691
01/01/2025	12/31/2025	$506,188	$0	$0	-$9,477,162	$0	-$444,660	-$9,921,822	$4,518,044	$155,211,591	$0	$250,884	$5,308,763
01/01/2026	12/31/2026	$506,188	$0	$0	-$9,749,559	$0	-$453,553	-$10,203,112	$4,356,371	$149,364,850	$0	$290,706	$6,105,657
01/01/2027	12/31/2027	$506,188	$0	$0	-$9,910,456	$0	-$567,662	-$10,478,118	$4,182,926	$143,069,658	$0	$332,622	$6,944,467
01/01/2028	12/31/2028	$506,188	$0	$0	-$10,018,179	$0	-$579,016	-$10,597,195	$3,997,890	$136,470,353	$0	$376,744	$7,827,399
01/01/2029	12/31/2029	$506,188	$0	$0	-$10,289,463	$0	-$590,595	-$10,880,058	$3,801,424	$129,391,719	$0	$423,186	$8,756,774
01/01/2030	12/31/2030	$506,188	$0	$0	-$10,392,000	$0	-$602,408	-$10,994,408	$3,593,666	$121,990,978	$0	$472,071	$9,735,033
01/01/2031	12/31/2031	$506,188	$0	$0	-$10,332,184	$0	-$614,455	-$10,946,639	$3,379,091	$114,423,429	$0	$523,528	$10,764,748
01/01/2032	12/31/2032	$506,188	$0	$0	-$10,312,240	$0	-$626,745	-$10,938,985	$3,159,030	$106,643,475	$0	$577,691	$11,848,627
01/01/2033	12/31/2033	$506,188	$0	$0	-$10,274,467	$0	-$639,280	-$10,913,747	$2,933,066	$98,662,794	$0	$634,703	$12,989,518
01/01/2034	12/31/2034	$506,188	$0	$0	-$10,230,243	$0	-$652,065	-$10,882,308	$2,701,360	$90,481,846	$0	$694,714	$14,190,419
01/01/2035	12/31/2035	$506,188	$0	$0	-$10,082,319	$0	-$665,107	-$10,747,426	$2,465,457	$82,199,877	$0	$757,881	$15,454,488
01/01/2036	12/31/2036	$506,188	$0	$0	-$9,872,386	$0	-$678,409	-$10,550,795	$2,227,588	$73,876,670	$0	$824,371	$16,785,047
01/01/2037	12/31/2037	$506,188	$0	$0	-$9,643,264	$0	-$691,977	-$10,335,241	$1,988,818	$65,530,247	$0	$894,358	$18,185,594
01/01/2038	12/31/2038	$506,188	$0	$0	-$9,427,628	$0	-$705,816	-$10,133,444	$1,749,157	$57,145,960	$0	$968,027	$19,659,809
01/01/2039	12/31/2039	$506,188	$0	$0	-$9,187,077	$0	-$719,932	-$9,907,009	$1,508,783	$48,747,734	$0	$1,045,571	$21,211,568
01/01/2040	12/31/2040	$506,188	$0	$0	-$8,839,920	$0	-$734,332	-$9,574,252	$1,269,680	$40,443,162	$0	$1,127,193	$22,844,949
01/01/2041	12/31/2041	$506,188	$0	$0	-$8,508,852	$0	-$749,018	-$9,257,870	$1,033,045	$32,218,337	$0	$1,213,109	$24,564,247
01/01/2042	12/31/2042	$506,188	$0	$0	-$8,171,760	$0	-$763,998	-$8,935,758	$798,822	$24,081,401	$0	$1,303,544	$26,373,979
01/01/2043	12/31/2043	$506,188	$0	$0	-$7,856,257	$0	-$779,278	-$8,635,535	$566,812	$16,012,678	$0	$1,398,736	$28,278,903
01/01/2044	12/31/2044	$506,188	$0	$0	-$7,529,509	$0	-$794,864	-$8,324,373	$336,961	$8,025,266	$0	$1,498,935	$30,284,026
01/01/2045	12/31/2045	$506,188	$0	$0	-$7,129,240	$0	-$810,761	-$7,940,001	$110,630	$195,895	$0	$1,604,405	$32,394,619
01/01/2046	12/31/2046	$506,188	$0	$0	-$6,747,819	$0	-$826,976	-$195,895	$0	$0	-$7,378,900	$1,509,226	$27,031,133
01/01/2047	12/31/2047	$506,188	$0	$0	-$6,387,470	$0	-$843,516	$0	$0	$0	-$7,230,986	$1,231,512	$21,537,846
01/01/2048	12/31/2048	$506,188	$0	$0	-$6,054,692	$0	-$860,386	$0	$0	$0	-$6,915,078	$951,651	$16,080,608
01/01/2049	12/31/2049	$506,188	$0	$0	-$5,769,685	$0	-$854,748	$0	$0	$0	-$6,624,433	$672,918	$10,635,281
01/01/2050	12/31/2050	$506,188	$0	$0	-$5,449,878	$0	-$819,619	$0	$0	$0	-$6,269,497	$396,580	$5,268,551
01/01/2051	12/31/2051	$506,188	$0	$0	-$5,116,600	$0	-$782,939	$0	$0	$0	-$5,899,539	$124,802	$2

TEMPLATE 6A - Sheet 6A-3

Item Description (from 6A-1):	Withdrawal Liability Payments Assumption

v20220802p

Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See Template 4A instructions for Sheet 4A-4 or Sheet 4A-5, except provide the projection used to determine the intermediate SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
MPRA Plan?	No
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A
SFA Measurement Date:	12/31/2021
Fair Market Value of Assets as of the SFA Measurement Date:	$2,500,000
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	$175,406,999
Non-SFA Interest Rate:	5.26%
SFA Interest Rate:	2.91%

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	SFA Investment Income Based on SFA Interest Rate	Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	Non-SFA Investment Income Based on Non-SFA Interest Rate	Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
01/01/2022	12/31/2022	$506,188	$84,396	$0	-$11,439,118	$0	-$419,013	-$11,858,131	$4,917,927	$168,466,795	$0	$145,185	$3,235,769
01/01/2023	12/31/2023	$506,188	$84,396	$0	-$8,807,720	$0	-$427,393	-$9,235,113	$4,757,325	$163,989,007	$0	$183,886	$4,010,239
01/01/2024	12/31/2024	$506,188	$84,396	$0	-$9,102,355	$0	-$435,941	-$9,538,296	$4,622,252	$159,072,963	$0	$224,623	$4,825,446
01/01/2025	12/31/2025	$506,188	$84,396	$0	-$9,477,162	$0	-$444,660	-$9,921,822	$4,473,160	$153,624,301	$0	$267,503	$5,683,533
01/01/2026	12/31/2026	$506,188	$84,396	$0	-$9,749,559	$0	-$453,553	-$10,203,112	$4,310,181	$147,731,370	$0	$312,638	$6,586,755
01/01/2027	12/31/2027	$506,188	$107,434	$0	-$9,910,456	$0	-$567,662	-$10,478,118	$4,135,392	$141,388,644	$0	$360,754	$7,561,131
01/01/2028	12/31/2028	$506,188	$107,434	$0	-$10,018,179	$0	-$579,016	-$10,597,195	$3,948,973	$134,740,422	$0	$412,006	$8,586,760
01/01/2029	12/31/2029	$506,188	$107,434	$0	-$10,289,463	$0	-$590,595	-$10,880,058	$3,751,083	$127,611,447	$0	$465,954	$9,666,336
01/01/2030	12/31/2030	$506,188	$107,434	$0	-$10,392,000	$0	-$602,408	-$10,994,408	$3,541,860	$120,158,899	$0	$522,740	$10,802,698
01/01/2031	12/31/2031	$506,188	$57,011	$0	-$10,332,184	$0	-$614,455	-$10,946,639	$3,325,778	$112,538,038	$0	$581,186	$11,947,084
01/01/2032	12/31/2032	$506,188	$23,038	$0	-$10,312,240	$0	-$626,745	-$10,938,985	$3,104,165	$104,703,219	$0	$640,487	$13,116,798
01/01/2033	12/31/2033	$506,188	$23,038	$0	-$10,274,467	$0	-$639,280	-$10,913,747	$2,876,605	$96,666,076	$0	$702,014	$14,348,038
01/01/2034	12/31/2034	$506,188	$23,038	$0	-$10,230,243	$0	-$652,065	-$10,882,308	$2,643,255	$88,427,024	$0	$766,778	$15,644,042
01/01/2035	12/31/2035	$506,188	$23,038	$0	-$10,082,319	$0	-$665,107	-$10,747,426	$2,405,661	$80,085,259	$0	$834,947	$17,008,216
01/01/2036	12/31/2036	$506,188	$23,038	$0	-$9,872,386	$0	-$678,409	-$10,550,795	$2,166,053	$71,700,517	$0	$906,703	$18,444,146
01/01/2037	12/31/2037	$506,188	$23,038	$0	-$9,643,264	$0	-$691,977	-$10,335,241	$1,925,492	$63,290,768	$0	$982,233	$19,955,605
01/01/2038	12/31/2038	$506,188	$23,038	$0	-$9,427,628	$0	-$705,816	-$10,133,444	$1,683,988	$54,841,312	$0	$1,061,736	$21,546,567
01/01/2039	12/31/2039	$506,188	$23,038	$0	-$9,187,077	$0	-$719,932	-$9,907,009	$1,441,718	$46,376,020	$0	$1,145,420	$23,221,214
01/01/2040	12/31/2040	$506,188	$23,038	$0	-$8,839,920	$0	-$734,332	-$9,574,252	$1,200,663	$38,002,431	$0	$1,233,507	$24,983,947
01/01/2041	12/31/2041	$506,188	$23,038	$0	-$8,508,852	$0	-$749,018	-$9,257,870	$962,020	$29,706,581	$0	$1,326,226	$26,839,400
01/01/2042	12/31/2042	$506,188	$23,038	$0	-$8,171,760	$0	-$763,998	-$8,935,758	$725,730	$21,496,553	$0	$1,423,823	$28,792,449
01/01/2043	12/31/2043	$506,188	$23,038	$0	-$7,856,257	$0	-$779,278	-$8,635,535	$491,593	$13,352,611	$0	$1,526,554	$30,848,229
01/01/2044	12/31/2044	$506,188	$23,038	$0	-$7,529,509	$0	-$794,864	-$8,324,373	$259,553	$5,287,792	$0	$1,634,688	$33,012,144
01/01/2045	12/31/2045	$506,188	$23,038	$0	-$7,129,240	$0	-$810,761	-$5,287,792	$0	$0	-$2,652,210	$1,674,302	$32,563,462
01/01/2046	12/31/2046	$506,188	$23,038	$0	-$6,747,819	$0	-$826,976	$0	$0	$0	-$7,574,795	$1,513,239	$27,031,132
01/01/2047	12/31/2047	$506,188	$0	$0	-$6,387,470	$0	-$843,516	$0	$0	$0	-$7,230,986	$1,231,512	$21,537,846
01/01/2048	12/31/2048	$506,188	$0	$0	-$6,054,692	$0	-$860,386	$0	$0	$0	-$6,915,078	$951,651	$16,080,607
01/01/2049	12/31/2049	$506,188	$0	$0	-$5,769,685	$0	-$854,748	$0	$0	$0	-$6,624,433	$672,918	$10,635,280
01/01/2050	12/31/2050	$506,188	$0	$0	-$5,449,878	$0	-$819,619	$0	$0	$0	-$6,269,497	$396,580	$5,268,550
01/01/2051	12/31/2051	$506,188	$0	$0	-$5,116,600	$0	-$782,939	$0	$0	$0	-$5,899,539	$124,802	$1

TEMPLATE 6A - Sheet 6A-4

Item Description (from 6A-1):	VCP Corrections

v20220802p

Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See Template 4A instructions for Sheet 4A-4 or Sheet 4A-5, except provide the projection used to determine the intermediate SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
MPRA Plan?	No
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A
SFA Measurement Date:	12/31/2021
Fair Market Value of Assets as of the SFA Measurement Date:	$2,500,000
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	$175,315,666
Non-SFA Interest Rate:	5.26%
SFA Interest Rate:	2.91%

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

SFA Measurement Date / Plan Year Start Date	Plan Year End Date	(1) Contributions	(2) Withdrawal Liability Payments	(3) Other Payments to Plan (excluding financial assistance and SFA)	(4) Benefit Payments	(5) Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	(6) Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	(7) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	(8) SFA Investment Income Based on SFA Interest Rate	(9) Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	(10) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	(11) Non-SFA Investment Income Based on Non-SFA Interest Rate	(12) Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
01/01/2022	12/31/2022	$506,188	$84,396	$0	-$11,453,616	$0	-$419,013	-$11,872,629	$4,912,281	$168,355,318	$0	$145,185	$3,235,769
01/01/2023	12/31/2023	$506,188	$84,396	$0	-$8,665,391	$0	-$427,393	-$9,092,784	$4,756,325	$164,018,858	$0	$183,886	$4,010,239
01/01/2024	12/31/2024	$506,188	$84,396	$0	-$8,965,236	$0	-$435,941	-$9,401,177	$4,625,283	$159,242,964	$0	$224,623	$4,825,446
01/01/2025	12/31/2025	$506,188	$84,396	$0	-$9,346,036	$0	-$444,660	-$9,790,696	$4,480,174	$153,932,442	$0	$267,503	$5,683,533
01/01/2026	12/31/2026	$506,188	$84,396	$0	-$9,624,297	$0	-$453,553	-$10,077,850	$4,321,123	$148,175,715	$0	$312,638	$6,586,755
01/01/2027	12/31/2027	$506,188	$107,434	$0	-$9,793,931	$0	-$567,662	-$10,361,593	$4,150,159	$141,964,281	$0	$360,754	$7,561,131
01/01/2028	12/31/2028	$506,188	$107,434	$0	-$9,918,895	$0	-$579,016	-$10,497,911	$3,967,289	$135,433,659	$0	$412,006	$8,586,760
01/01/2029	12/31/2029	$506,188	$107,434	$0	-$10,210,442	$0	-$590,595	-$10,801,037	$3,772,502	$128,405,124	$0	$465,954	$9,666,336
01/01/2030	12/31/2030	$506,188	$107,434	$0	-$10,318,057	$0	-$602,408	-$10,920,465	$3,566,122	$121,050,781	$0	$522,740	$10,802,698
01/01/2031	12/31/2031	$506,188	$57,011	$0	-$10,268,263	$0	-$614,455	-$10,882,718	$3,352,739	$113,520,801	$0	$581,186	$11,947,084
01/01/2032	12/31/2032	$506,188	$23,038	$0	-$10,266,064	$0	-$626,745	-$10,892,809	$3,133,492	$105,761,485	$0	$640,487	$13,116,798
01/01/2033	12/31/2033	$506,188	$23,038	$0	-$10,239,244	$0	-$639,280	-$10,878,524	$2,907,956	$97,790,916	$0	$702,014	$14,348,038
01/01/2034	12/31/2034	$506,188	$23,038	$0	-$10,204,608	$0	-$652,065	-$10,856,673	$2,676,392	$89,610,636	$0	$766,778	$15,644,042
01/01/2035	12/31/2035	$506,188	$23,038	$0	-$10,069,387	$0	-$665,107	-$10,734,494	$2,440,308	$81,316,450	$0	$834,947	$17,008,216
01/01/2036	12/31/2036	$506,188	$23,038	$0	-$9,874,297	$0	-$678,409	-$10,552,706	$2,201,850	$72,965,594	$0	$906,703	$18,444,146
01/01/2037	12/31/2037	$506,188	$23,038	$0	-$9,660,736	$0	-$691,977	-$10,352,713	$1,962,031	$64,574,911	$0	$982,233	$19,955,605
01/01/2038	12/31/2038	$506,188	$23,038	$0	-$9,470,184	$0	-$705,816	-$10,176,000	$1,720,686	$56,119,597	$0	$1,061,736	$21,546,567
01/01/2039	12/31/2039	$506,188	$23,038	$0	-$9,249,627	$0	-$719,932	-$9,969,559	$1,477,930	$47,627,967	$0	$1,145,420	$23,221,214
01/01/2040	12/31/2040	$506,188	$23,038	$0	-$8,918,281	$0	-$734,332	-$9,652,613	$1,235,860	$39,211,214	$0	$1,233,507	$24,983,947
01/01/2041	12/31/2041	$506,188	$23,038	$0	-$8,596,532	$0	-$749,018	-$9,345,550	$995,813	$30,861,478	$0	$1,326,226	$26,839,400
01/01/2042	12/31/2042	$506,188	$23,038	$0	-$8,272,695	$0	-$763,998	-$9,036,693	$757,746	$22,582,531	$0	$1,423,823	$28,792,449
01/01/2043	12/31/2043	$506,188	$23,038	$0	-$7,969,880	$0	-$779,278	-$8,749,158	$521,404	$14,354,777	$0	$1,526,554	$30,848,229
01/01/2044	12/31/2044	$506,188	$23,038	$0	-$7,655,495	$0	-$794,864	-$8,450,359	$286,730	$6,191,148	$0	$1,634,688	$33,012,144
01/01/2045	12/31/2045	$506,188	$23,038	$0	-$7,272,354	$0	-$810,761	-$6,191,148	$0	$0	-$1,891,967	$1,695,556	$33,344,959
01/01/2046	12/31/2046	$506,188	$23,038	$0	-$6,891,948	$0	-$826,976	$0	$0	$0	-$7,718,924	$1,550,239	$27,705,500
01/01/2047	12/31/2047	$506,188	$0	$0	-$6,532,276	$0	-$843,516	$0	$0	$0	-$7,375,792	$1,262,857	$22,098,753
01/01/2048	12/31/2048	$506,188	$0	$0	-$6,199,190	$0	-$860,386	$0	$0	$0	-$7,059,576	$977,037	$16,522,402
01/01/2049	12/31/2049	$506,188	$0	$0	-$5,913,173	$0	-$871,967	$0	$0	$0	-$6,785,140	$691,615	$10,935,066
01/01/2050	12/31/2050	$506,188	$0	$0	-$5,591,615	$0	-$836,628	$0	$0	$0	-$6,428,243	$407,863	$5,420,874
01/01/2051	12/31/2051	$506,188	$0	$0	-$5,255,824	$0	-$799,646	$0	$0	$0	-$6,055,470	$128,408	$0

TEMPLATE 6A - Sheet 6A-5

Item Description (from 6A-1):	Reimbursement of PBGC Reduced Benefits

v20220802p

Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See Template 4A instructions for Sheet 4A-4 or Sheet 4A-5, except provide the projection used to determine the intermediate SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
MPRA Plan?	No
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A
SFA Measurement Date:	12/31/2021
Fair Market Value of Assets as of the SFA Measurement Date:	$2,500,000
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	$175,724,270
Non-SFA Interest Rate:	5.26%
SFA Interest Rate:	2.91%

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	SFA Investment Income Based on SFA Interest Rate	Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	Non-SFA Investment Income Based on Non-SFA Interest Rate	Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
01/01/2022	12/31/2022	$506,188	$84,396	$0	-$11,453,616	-$408,604	-$419,013	-$12,281,233	$4,912,281	$168,355,318	$0	$145,185	$3,235,769
01/01/2023	12/31/2023	$506,188	$84,396	$0	-$8,665,391	$0	-$427,393	-$9,092,784	$4,756,325	$164,018,858	$0	$183,886	$4,010,239
01/01/2024	12/31/2024	$506,188	$84,396	$0	-$8,965,236	$0	-$435,941	-$9,401,177	$4,625,283	$159,242,964	$0	$224,623	$4,825,446
01/01/2025	12/31/2025	$506,188	$84,396	$0	-$9,346,036	$0	-$444,660	-$9,790,696	$4,480,174	$153,932,443	$0	$267,503	$5,683,533
01/01/2026	12/31/2026	$506,188	$84,396	$0	-$9,624,297	$0	-$453,553	-$10,077,850	$4,321,123	$148,175,715	$0	$312,638	$6,586,755
01/01/2027	12/31/2027	$506,188	$107,434	$0	-$9,793,931	$0	-$567,662	-$10,361,593	$4,150,159	$141,964,281	$0	$360,754	$7,561,131
01/01/2028	12/31/2028	$506,188	$107,434	$0	-$9,918,895	$0	-$579,016	-$10,497,911	$3,967,289	$135,433,659	$0	$412,006	$8,586,760
01/01/2029	12/31/2029	$506,188	$107,434	$0	-$10,210,442	$0	-$590,595	-$10,801,037	$3,772,502	$128,405,124	$0	$465,954	$9,666,336
01/01/2030	12/31/2030	$506,188	$107,434	$0	-$10,318,057	$0	-$602,408	-$10,920,465	$3,566,122	$121,050,781	$0	$522,740	$10,802,698
01/01/2031	12/31/2031	$506,188	$57,011	$0	-$10,268,263	$0	-$614,455	-$10,882,718	$3,352,739	$113,520,802	$0	$581,186	$11,947,084
01/01/2032	12/31/2032	$506,188	$23,038	$0	-$10,266,064	$0	-$626,745	-$10,892,809	$3,133,492	$105,761,485	$0	$640,487	$13,116,798
01/01/2033	12/31/2033	$506,188	$23,038	$0	-$10,239,244	$0	-$639,280	-$10,878,524	$2,907,956	$97,790,916	$0	$702,014	$14,348,038
01/01/2034	12/31/2034	$506,188	$23,038	$0	-$10,204,608	$0	-$652,065	-$10,856,673	$2,676,392	$89,610,636	$0	$766,778	$15,644,042
01/01/2035	12/31/2035	$506,188	$23,038	$0	-$10,069,387	$0	-$665,107	-$10,734,494	$2,440,308	$81,316,450	$0	$834,947	$17,008,216
01/01/2036	12/31/2036	$506,188	$23,038	$0	-$9,874,297	$0	-$678,409	-$10,552,706	$2,201,850	$72,965,594	$0	$906,703	$18,444,146
01/01/2037	12/31/2037	$506,188	$23,038	$0	-$9,660,736	$0	-$691,977	-$10,352,713	$1,962,031	$64,574,912	$0	$982,233	$19,955,605
01/01/2038	12/31/2038	$506,188	$23,038	$0	-$9,470,184	$0	-$705,816	-$10,176,000	$1,720,686	$56,119,597	$0	$1,061,736	$21,546,567
01/01/2039	12/31/2039	$506,188	$23,038	$0	-$9,249,627	$0	-$719,932	-$9,969,559	$1,477,930	$47,627,968	$0	$1,145,420	$23,221,214
01/01/2040	12/31/2040	$506,188	$23,038	$0	-$8,918,281	$0	-$734,332	-$9,652,613	$1,235,860	$39,211,214	$0	$1,233,507	$24,983,947
01/01/2041	12/31/2041	$506,188	$23,038	$0	-$8,596,532	$0	-$749,018	-$9,345,550	$995,813	$30,861,478	$0	$1,326,226	$26,839,400
01/01/2042	12/31/2042	$506,188	$23,038	$0	-$8,272,695	$0	-$763,998	-$9,036,693	$757,746	$22,582,531	$0	$1,423,823	$28,792,449
01/01/2043	12/31/2043	$506,188	$23,038	$0	-$7,969,880	$0	-$779,278	-$8,749,158	$521,404	$14,354,777	$0	$1,526,554	$30,848,229
01/01/2044	12/31/2044	$506,188	$23,038	$0	-$7,655,495	$0	-$794,864	-$8,450,359	$286,730	$6,191,148	$0	$1,634,688	$33,012,144
01/01/2045	12/31/2045	$506,188	$23,038	$0	-$7,272,354	$0	-$810,761	-$6,191,148	$0	$0	-$1,891,967	$1,695,556	$33,344,959
01/01/2046	12/31/2046	$506,188	$23,038	$0	-$6,891,948	$0	-$826,976	$0	$0	$0	-$7,718,924	$1,550,239	$27,705,500
01/01/2047	12/31/2047	$506,188	$0	$0	-$6,532,276	$0	-$843,516	$0	$0	$0	-$7,375,792	$1,262,857	$22,098,753
01/01/2048	12/31/2048	$506,188	$0	$0	-$6,199,190	$0	-$860,386	$0	$0	$0	-$7,059,576	$977,038	$16,522,403
01/01/2049	12/31/2049	$506,188	$0	$0	-$5,913,173	$0	-$871,967	$0	$0	$0	-$6,785,140	$691,615	$10,935,066
01/01/2050	12/31/2050	$506,188	$0	$0	-$5,591,615	$0	-$836,628	$0	$0	$0	-$6,428,243	$407,863	$5,420,874
01/01/2051	12/31/2051	$506,188	$0	$0	-$5,255,824	$0	-$799,646	$0	$0	$0	-$6,055,470	$128,408	$0

TEMPLATE 6A - Sheet 6A-5

Item Description (from 6A-1):	Valuation of Pop-Up Options

v20220802p

Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See Template 4A instructions for Sheet 4A-4 or Sheet 4A-5, except provide the projection used to determine the intermediate SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
MPRA Plan?	No
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A
SFA Measurement Date:	12/31/2021
Fair Market Value of Assets as of the SFA Measurement Date:	$2,500,000
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	$176,933,105
Non-SFA Interest Rate:	5.26%
SFA Interest Rate:	2.91%

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

SFA Measurement Date / Plan Year Start Date	Plan Year End Date	(1) Contributions	(2) Withdrawal Liability Payments	(3) Other Payments to Plan (excluding financial assistance and SFA)	(4) Benefit Payments	(5) Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	(6) Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	(7) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	(8) SFA Investment Income Based on SFA Interest Rate	(9) Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	(10) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	(11) Non-SFA Investment Income Based on Non-SFA Interest Rate	(12) Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
01/01/2022	12/31/2022	$506,188	$84,396	$0	-$11,466,134	-$408,604	-$419,013	-$12,293,751	$4,947,261	$169,586,615	$0	$145,185	$3,235,769
01/01/2023	12/31/2023	$506,188	$84,396	$0	-$8,686,402	$0	-$427,393	-$9,113,795	$4,791,824	$165,264,644	$0	$183,886	$4,010,239
01/01/2024	12/31/2024	$506,188	$84,396	$0	-$8,994,594	$0	-$435,941	-$9,430,535	$4,661,072	$160,495,181	$0	$224,623	$4,825,446
01/01/2025	12/31/2025	$506,188	$84,396	$0	-$9,383,527	$0	-$444,660	-$9,828,187	$4,516,023	$155,183,017	$0	$267,503	$5,683,533
01/01/2026	12/31/2026	$506,188	$84,396	$0	-$9,669,642	$0	-$453,553	-$10,123,195	$4,356,799	$149,416,621	$0	$312,638	$6,586,755
01/01/2027	12/31/2027	$506,188	$107,434	$0	-$9,846,777	$0	-$567,662	-$10,414,439	$4,185,436	$143,187,618	$0	$360,754	$7,561,131
01/01/2028	12/31/2028	$506,188	$107,434	$0	-$9,978,812	$0	-$579,016	-$10,557,828	$4,001,944	$136,631,734	$0	$412,006	$8,586,760
01/01/2029	12/31/2029	$506,188	$107,434	$0	-$10,276,920	$0	-$590,595	-$10,867,515	$3,806,318	$129,570,537	$0	$465,954	$9,666,336
01/01/2030	12/31/2030	$506,188	$107,434	$0	-$10,390,500	$0	-$602,408	-$10,992,908	$3,598,893	$122,176,523	$0	$522,740	$10,802,698
01/01/2031	12/31/2031	$506,188	$57,011	$0	-$10,345,989	$0	-$614,455	-$10,960,444	$3,384,273	$114,600,351	$0	$581,186	$11,947,084
01/01/2032	12/31/2032	$506,188	$23,038	$0	-$10,348,306	$0	-$626,745	-$10,975,051	$3,163,610	$106,788,911	$0	$640,487	$13,116,798
01/01/2033	12/31/2033	$506,188	$23,038	$0	-$10,325,155	$0	-$639,280	-$10,964,435	$2,936,500	$98,760,975	$0	$702,014	$14,348,038
01/01/2034	12/31/2034	$506,188	$23,038	$0	-$10,293,268	$0	-$652,065	-$10,945,333	$2,703,223	$90,518,866	$0	$766,778	$15,644,042
01/01/2035	12/31/2035	$506,188	$23,038	$0	-$10,159,823	$0	-$665,107	-$10,824,930	$2,465,312	$82,159,248	$0	$834,947	$17,008,216
01/01/2036	12/31/2036	$506,188	$23,038	$0	-$9,965,497	$0	-$678,409	-$10,643,906	$2,224,938	$73,740,280	$0	$906,703	$18,444,146
01/01/2037	12/31/2037	$506,188	$23,038	$0	-$9,751,669	$0	-$691,977	-$10,443,646	$1,983,140	$65,279,774	$0	$982,233	$19,955,605
01/01/2038	12/31/2038	$506,188	$23,038	$0	-$9,559,823	$0	-$705,816	-$10,265,639	$1,739,784	$56,753,920	$0	$1,061,736	$21,546,567
01/01/2039	12/31/2039	$506,188	$23,038	$0	-$9,336,971	$0	-$719,932	-$10,056,903	$1,495,012	$48,192,028	$0	$1,145,420	$23,221,214
01/01/2040	12/31/2040	$506,188	$23,038	$0	-$9,002,381	$0	-$734,332	-$9,736,713	$1,250,948	$39,706,263	$0	$1,233,507	$24,983,947
01/01/2041	12/31/2041	$506,188	$23,038	$0	-$8,676,518	$0	-$749,018	-$9,425,536	$1,008,958	$31,289,686	$0	$1,326,226	$26,839,400
01/01/2042	12/31/2042	$506,188	$23,038	$0	-$8,347,799	$0	-$763,998	-$9,111,797	$769,023	$22,946,912	$0	$1,423,823	$28,792,449
01/01/2043	12/31/2043	$506,188	$23,038	$0	-$8,039,461	$0	-$779,278	-$8,818,739	$530,911	$14,659,083	$0	$1,526,554	$30,848,229
01/01/2044	12/31/2044	$506,188	$23,038	$0	-$7,719,062	$0	-$794,864	-$8,513,926	$294,583	$6,439,741	$0	$1,634,688	$33,012,144
01/01/2045	12/31/2045	$506,188	$23,038	$0	-$7,329,584	$0	-$810,761	-$6,439,741	$0	$0	-$1,700,604	$1,700,906	$33,541,672
01/01/2046	12/31/2046	$506,188	$23,038	$0	-$6,942,692	$0	-$826,976	$0	$0	$0	-$7,769,668	$1,559,140	$27,860,370
01/01/2047	12/31/2047	$506,188	$0	$0	-$6,576,567	$0	-$843,516	$0	$0	$0	-$7,420,083	$1,269,742	$22,216,216
01/01/2048	12/31/2048	$506,188	$0	$0	-$6,237,230	$0	-$860,386	$0	$0	$0	-$7,097,616	$982,132	$16,606,920
01/01/2049	12/31/2049	$506,188	$0	$0	-$5,945,316	$0	-$875,824	$0	$0	$0	-$6,821,140	$695,044	$10,987,012
01/01/2050	12/31/2050	$506,188	$0	$0	-$5,618,333	$0	-$839,834	$0	$0	$0	-$6,458,167	$409,750	$5,444,783
01/01/2051	12/31/2051	$506,188	$0	$0	-$5,277,676	$0	-$802,268	$0	$0	$0	-$6,079,944	$128,974	$0

TEMPLATE 6A - Sheet 6A-5

Item Description (from 6A-1):	Valuation of Late Retirements

v20220802p

Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See Template 4A instructions for Sheet 4A-4 or Sheet 4A-5, except provide the projection used to determine the intermediate SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
MPRA Plan?	No
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A
SFA Measurement Date:	12/31/2021
Fair Market Value of Assets as of the SFA Measurement Date:	$2,500,000
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	$186,263,742
Non-SFA Interest Rate:	5.26%
SFA Interest Rate:	2.91%

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	SFA Investment Income Based on SFA Interest Rate	Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	Non-SFA Investment Income Based on Non-SFA Interest Rate	Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
01/01/2022	12/31/2022	$506,188	$84,396	$0	-$10,745,028	-$408,604	-$419,013	-$11,572,645	$5,230,150	$179,921,247	$0	$145,185	$3,235,769
01/01/2023	12/31/2023	$506,188	$84,396	$0	-$10,015,372	$0	-$427,393	-$10,442,765	$5,071,613	$174,550,094	$0	$183,886	$4,010,239
01/01/2024	12/31/2024	$506,188	$84,396	$0	-$10,122,576	$0	-$435,941	-$10,558,517	$4,913,498	$168,905,075	$0	$224,623	$4,825,446
01/01/2025	12/31/2025	$506,188	$84,396	$0	-$10,395,918	$0	-$444,660	-$10,840,578	$4,744,792	$162,809,289	$0	$267,503	$5,683,533
01/01/2026	12/31/2026	$506,188	$84,396	$0	-$10,712,687	$0	-$453,553	-$11,166,240	$4,562,282	$156,205,331	$0	$312,638	$6,586,755
01/01/2027	12/31/2027	$506,188	$107,434	$0	-$10,904,705	$0	-$567,662	-$11,472,367	$4,366,311	$149,099,275	$0	$360,754	$7,561,131
01/01/2028	12/31/2028	$506,188	$107,434	$0	-$10,952,379	$0	-$579,016	-$11,531,395	$4,158,626	$141,726,506	$0	$412,006	$8,586,760
01/01/2029	12/31/2029	$506,188	$107,434	$0	-$11,127,086	$0	-$590,595	-$11,717,681	$3,941,174	$133,949,999	$0	$465,954	$9,666,336
01/01/2030	12/31/2030	$506,188	$107,434	$0	-$11,145,233	$0	-$602,408	-$11,747,641	$3,714,438	$125,916,797	$0	$522,740	$10,802,698
01/01/2031	12/31/2031	$506,188	$57,011	$0	-$11,049,737	$0	-$614,455	-$11,664,192	$3,482,021	$117,734,626	$0	$581,186	$11,947,084
01/01/2032	12/31/2032	$506,188	$23,038	$0	-$10,957,082	$0	-$626,745	-$11,583,827	$3,245,221	$109,396,021	$0	$640,487	$13,116,798
01/01/2033	12/31/2033	$506,188	$23,038	$0	-$10,852,967	$0	-$639,280	-$11,492,247	$3,004,046	$100,907,820	$0	$702,014	$14,348,038
01/01/2034	12/31/2034	$506,188	$23,038	$0	-$10,727,598	$0	-$652,065	-$11,379,663	$2,758,850	$92,287,007	$0	$766,778	$15,644,042
01/01/2035	12/31/2035	$506,188	$23,038	$0	-$10,580,520	$0	-$665,107	-$11,245,627	$2,510,133	$83,551,513	$0	$834,947	$17,008,216
01/01/2036	12/31/2036	$506,188	$23,038	$0	-$10,382,493	$0	-$678,409	-$11,060,902	$2,258,880	$74,749,491	$0	$906,703	$18,444,146
01/01/2037	12/31/2037	$506,188	$23,038	$0	-$10,118,374	$0	-$691,977	-$10,810,351	$2,006,728	$65,945,868	$0	$982,233	$19,955,605
01/01/2038	12/31/2038	$506,188	$23,038	$0	-$9,845,096	$0	-$705,816	-$10,550,912	$1,754,671	$57,149,627	$0	$1,061,736	$21,546,567
01/01/2039	12/31/2039	$506,188	$23,038	$0	-$9,503,662	$0	-$719,932	-$10,223,594	$1,503,899	$48,429,931	$0	$1,145,420	$23,221,214
01/01/2040	12/31/2040	$506,188	$23,038	$0	-$9,136,999	$0	-$734,332	-$9,871,331	$1,255,749	$39,814,349	$0	$1,233,507	$24,983,947
01/01/2041	12/31/2041	$506,188	$23,038	$0	-$8,769,132	$0	-$749,018	-$9,518,150	$1,010,644	$31,306,843	$0	$1,326,226	$26,839,400
01/01/2042	12/31/2042	$506,188	$23,038	$0	-$8,439,085	$0	-$763,998	-$9,203,083	$768,084	$22,871,844	$0	$1,423,823	$28,792,449
01/01/2043	12/31/2043	$506,188	$23,038	$0	-$8,106,488	$0	-$779,278	-$8,885,766	$527,670	$14,513,747	$0	$1,526,554	$30,848,229
01/01/2044	12/31/2044	$506,188	$23,038	$0	-$7,754,199	$0	-$794,864	-$8,549,063	$289,800	$6,254,485	$0	$1,634,688	$33,012,144
01/01/2045	12/31/2045	$506,188	$23,038	$0	-$7,334,529	$0	-$810,761	-$6,254,485	$0	$0	-$1,890,805	$1,695,581	$33,346,146
01/01/2046	12/31/2046	$506,188	$23,038	$0	-$6,933,516	$0	-$826,976	$0	$0	$0	-$7,760,492	$1,549,117	$27,663,997
01/01/2047	12/31/2047	$506,188	$0	$0	-$6,552,425	$0	-$843,516	$0	$0	$0	-$7,395,941	$1,260,100	$22,034,344
01/01/2048	12/31/2048	$506,188	$0	$0	-$6,200,932	$0	-$860,386	$0	$0	$0	-$7,061,318	$973,600	$16,452,814
01/01/2049	12/31/2049	$506,188	$0	$0	-$5,900,061	$0	-$870,393	$0	$0	$0	-$6,770,454	$688,370	$10,876,917
01/01/2050	12/31/2050	$506,188	$0	$0	-$5,566,781	$0	-$833,648	$0	$0	$0	-$6,400,429	$405,590	$5,388,267
01/01/2051	12/31/2051	$506,188	$0	$0	-$5,226,019	$0	-$796,069	$0	$0	$0	-$6,022,088	$127,636	$2

TEMPLATE 6A - Sheet 6A-5

Item Description (from 6A-1):	Retirement Assumption

v20220802p

Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See Template 4A instructions for Sheet 4A-4 or Sheet 4A-5, except provide the projection used to determine the intermediate SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
MPRA Plan?	No
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A
SFA Measurement Date:	12/31/2021
Fair Market Value of Assets as of the SFA Measurement Date:	$2,500,000
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	$180,169,801
Non-SFA Interest Rate:	5.26%
SFA Interest Rate:	2.91%

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	SFA Investment Income Based on SFA Interest Rate	Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	Non-SFA Investment Income Based on Non-SFA Interest Rate	Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
01/01/2022	12/31/2022	$506,188	$84,396	$0	-$9,621,497	-$408,604	-$419,013	-$10,449,114	$5,070,527	$174,791,214	$0	$145,185	$3,235,769
01/01/2023	12/31/2023	$506,188	$84,396	$0	-$8,975,380	$0	-$427,393	-$9,402,773	$4,938,723	$170,327,163	$0	$183,886	$4,010,239
01/01/2024	12/31/2024	$506,188	$84,396	$0	-$9,267,926	$0	-$435,941	-$9,703,867	$4,804,083	$165,427,379	$0	$224,623	$4,825,446
01/01/2025	12/31/2025	$506,188	$84,396	$0	-$9,548,745	$0	-$444,660	-$9,993,405	$4,656,946	$160,090,919	$0	$267,503	$5,683,533
01/01/2026	12/31/2026	$506,188	$84,396	$0	-$9,841,152	$0	-$453,553	-$10,294,705	$4,496,916	$154,293,130	$0	$312,638	$6,586,755
01/01/2027	12/31/2027	$506,188	$107,434	$0	-$10,026,813	$0	-$567,662	-$10,594,475	$4,324,505	$148,023,160	$0	$360,754	$7,561,131
01/01/2028	12/31/2028	$506,188	$107,434	$0	-$10,223,164	$0	-$579,016	-$10,802,180	$4,138,806	$141,359,786	$0	$412,006	$8,586,760
01/01/2029	12/31/2029	$506,188	$107,434	$0	-$10,456,522	$0	-$590,595	-$11,047,117	$3,941,073	$134,253,742	$0	$465,954	$9,666,336
01/01/2030	12/31/2030	$506,188	$107,434	$0	-$10,582,271	$0	-$602,408	-$11,184,679	$3,732,152	$126,801,215	$0	$522,740	$10,802,698
01/01/2031	12/31/2031	$506,188	$57,011	$0	-$10,644,409	$0	-$614,455	-$11,258,864	$3,514,147	$119,056,498	$0	$581,186	$11,947,084
01/01/2032	12/31/2032	$506,188	$23,038	$0	-$10,635,777	$0	-$626,745	-$11,262,522	$3,288,753	$111,082,729	$0	$640,487	$13,116,798
01/01/2033	12/31/2033	$506,188	$23,038	$0	-$10,615,825	$0	-$639,280	-$11,255,105	$3,056,868	$102,884,491	$0	$702,014	$14,348,038
01/01/2034	12/31/2034	$506,188	$23,038	$0	-$10,566,184	$0	-$652,065	-$11,218,249	$2,818,915	$94,485,158	$0	$766,778	$15,644,042
01/01/2035	12/31/2035	$506,188	$23,038	$0	-$10,462,956	$0	-$665,107	-$11,128,063	$2,575,953	$85,933,048	$0	$834,947	$17,008,216
01/01/2036	12/31/2036	$506,188	$23,038	$0	-$10,311,151	$0	-$678,409	-$10,989,560	$2,329,307	$77,272,795	$0	$906,703	$18,444,146
01/01/2037	12/31/2037	$506,188	$23,038	$0	-$10,136,275	$0	-$691,977	-$10,828,252	$2,079,874	$68,524,417	$0	$982,233	$19,955,605
01/01/2038	12/31/2038	$506,188	$23,038	$0	-$9,917,219	$0	-$705,816	-$10,623,035	$1,828,570	$59,729,951	$0	$1,061,736	$21,546,567
01/01/2039	12/31/2039	$506,188	$23,038	$0	-$9,650,061	$0	-$719,932	-$10,369,993	$1,576,679	$50,936,636	$0	$1,145,420	$23,221,214
01/01/2040	12/31/2040	$506,188	$23,038	$0	-$9,341,975	$0	-$734,332	-$10,076,307	$1,325,463	$42,185,793	$0	$1,233,507	$24,983,947
01/01/2041	12/31/2041	$506,188	$23,038	$0	-$9,020,227	$0	-$749,018	-$9,769,245	$1,075,695	$33,492,242	$0	$1,326,226	$26,839,400
01/01/2042	12/31/2042	$506,188	$23,038	$0	-$8,682,877	$0	-$763,998	-$9,446,875	$827,836	$24,873,203	$0	$1,423,823	$28,792,449
01/01/2043	12/31/2043	$506,188	$23,038	$0	-$8,350,209	$0	-$779,278	-$9,129,487	$582,067	$16,325,783	$0	$1,526,554	$30,848,229
01/01/2044	12/31/2044	$506,188	$23,038	$0	-$7,996,729	$0	-$794,864	-$8,791,593	$338,707	$7,872,898	$0	$1,634,688	$33,012,144
01/01/2045	12/31/2045	$506,188	$23,038	$0	-$7,607,590	$0	-$810,761	-$7,872,898	$0	$0	-$545,453	$1,733,232	$34,729,149
01/01/2046	12/31/2046	$506,188	$23,038	$0	-$7,230,098	$0	-$826,976	$0	$0	$0	-$8,057,074	$1,613,412	$28,814,713
01/01/2047	12/31/2047	$506,188	$0	$0	-$6,845,782	$0	-$843,516	$0	$0	$0	-$7,689,298	$1,312,269	$22,943,872
01/01/2048	12/31/2048	$506,188	$0	$0	-$6,475,107	$0	-$860,386	$0	$0	$0	-$7,335,493	$1,013,629	$17,128,196
01/01/2049	12/31/2049	$506,188	$0	$0	-$6,123,245	$0	-$877,594	$0	$0	$0	-$7,000,839	$717,346	$11,350,891
01/01/2050	12/31/2050	$506,188	$0	$0	-$5,785,485	$0	-$859,892	$0	$0	$0	-$6,645,377	$423,600	$5,635,302
01/01/2051	12/31/2051	$506,188	$0	$0	-$5,451,808	$0	-$823,164	$0	$0	$0	-$6,274,972	$133,484	$2

TEMPLATE 6A - Sheet 6A-5

Item Description (from 6A-1):	Turnover Assumption

v20220802p

Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See Template 4A instructions for Sheet 4A-4 or Sheet 4A-5, except provide the projection used to determine the intermediate SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
MPRA Plan?	No
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A
SFA Measurement Date:	12/31/2021
Fair Market Value of Assets as of the SFA Measurement Date:	$2,500,000
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	$178,556,309
Non-SFA Interest Rate:	5.26%
SFA Interest Rate:	2.91%

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	SFA Investment Income Based on SFA Interest Rate	Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	Non-SFA Investment Income Based on Non-SFA Interest Rate	Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
01/01/2022	12/31/2022	$506,188	$84,396	$0	-$9,621,364	-$408,604	-$419,013	-$10,448,981	$5,023,576	$173,130,904	$0	$145,185	$3,235,769
01/01/2023	12/31/2023	$506,188	$84,396	$0	-$8,975,300	$0	-$427,393	-$9,402,693	$4,890,409	$168,618,620	$0	$183,886	$4,010,239
01/01/2024	12/31/2024	$506,188	$84,396	$0	-$9,267,931	$0	-$435,941	-$9,703,872	$4,754,364	$163,669,112	$0	$224,623	$4,825,446
01/01/2025	12/31/2025	$506,188	$84,396	$0	-$9,547,882	$0	-$444,660	-$9,992,542	$4,605,794	$158,282,363	$0	$267,503	$5,683,533
01/01/2026	12/31/2026	$506,188	$84,396	$0	-$9,838,794	$0	-$453,553	-$10,292,347	$4,444,324	$152,434,340	$0	$312,638	$6,586,755
01/01/2027	12/31/2027	$506,188	$107,434	$0	-$10,021,125	$0	-$567,662	-$10,588,787	$4,270,504	$146,116,057	$0	$360,754	$7,561,131
01/01/2028	12/31/2028	$506,188	$107,434	$0	-$10,214,049	$0	-$579,016	-$10,793,065	$4,083,453	$139,406,445	$0	$412,006	$8,586,760
01/01/2029	12/31/2029	$506,188	$107,434	$0	-$10,440,880	$0	-$590,595	-$11,031,475	$3,884,477	$132,259,447	$0	$465,954	$9,666,336
01/01/2030	12/31/2030	$506,188	$107,434	$0	-$10,561,220	$0	-$602,408	-$11,163,628	$3,674,449	$124,770,269	$0	$522,740	$10,802,698
01/01/2031	12/31/2031	$506,188	$57,011	$0	-$10,623,032	$0	-$614,455	-$11,237,487	$3,455,384	$116,988,166	$0	$581,186	$11,947,084
01/01/2032	12/31/2032	$506,188	$23,038	$0	-$10,609,323	$0	-$626,745	-$11,236,068	$3,228,981	$108,981,079	$0	$640,487	$13,116,798
01/01/2033	12/31/2033	$506,188	$23,038	$0	-$10,581,762	$0	-$639,280	-$11,221,042	$2,996,247	$100,756,284	$0	$702,014	$14,348,038
01/01/2034	12/31/2034	$506,188	$23,038	$0	-$10,519,265	$0	-$652,065	-$11,171,330	$2,757,724	$92,342,678	$0	$766,778	$15,644,042
01/01/2035	12/31/2035	$506,188	$23,038	$0	-$10,404,893	$0	-$665,107	-$11,070,000	$2,514,522	$83,787,200	$0	$834,947	$17,008,216
01/01/2036	12/31/2036	$506,188	$23,038	$0	-$10,240,485	$0	-$678,409	-$10,918,894	$2,267,977	$75,136,283	$0	$906,703	$18,444,146
01/01/2037	12/31/2037	$506,188	$23,038	$0	-$10,053,271	$0	-$691,977	-$10,745,248	$2,019,010	$66,410,045	$0	$982,233	$19,955,605
01/01/2038	12/31/2038	$506,188	$23,038	$0	-$9,824,250	$0	-$705,816	-$10,530,066	$1,768,507	$57,648,485	$0	$1,061,736	$21,546,567
01/01/2039	12/31/2039	$506,188	$23,038	$0	-$9,551,288	$0	-$719,932	-$10,271,220	$1,517,665	$48,894,930	$0	$1,145,420	$23,221,214
01/01/2040	12/31/2040	$506,188	$23,038	$0	-$9,239,468	$0	-$734,332	-$9,973,800	$1,267,665	$40,188,795	$0	$1,233,507	$24,983,947
01/01/2041	12/31/2041	$506,188	$23,038	$0	-$8,910,257	$0	-$749,018	-$9,659,275	$1,019,315	$31,548,836	$0	$1,326,226	$26,839,400
01/01/2042	12/31/2042	$506,188	$23,038	$0	-$8,555,809	$0	-$763,998	-$9,319,807	$773,286	$23,002,314	$0	$1,423,823	$28,792,449
01/01/2043	12/31/2043	$506,188	$23,038	$0	-$8,201,969	$0	-$779,278	-$8,981,247	$529,961	$14,551,029	$0	$1,526,554	$30,848,229
01/01/2044	12/31/2044	$506,188	$23,038	$0	-$7,824,079	$0	-$794,864	-$8,618,943	$289,783	$6,221,870	$0	$1,634,688	$33,012,144
01/01/2045	12/31/2045	$506,188	$23,038	$0	-$7,418,279	$0	-$810,761	-$6,221,870	$0	$0	-$2,007,171	$1,692,314	$33,226,513
01/01/2046	12/31/2046	$506,188	$23,038	$0	-$7,020,516	$0	-$826,976	$0	$0	$0	-$7,847,492	$1,540,345	$27,448,592
01/01/2047	12/31/2047	$506,188	$0	$0	-$6,614,575	$0	-$843,516	$0	$0	$0	-$7,458,091	$1,246,999	$21,743,688
01/01/2048	12/31/2048	$506,188	$0	$0	-$6,219,976	$0	-$860,386	$0	$0	$0	-$7,080,362	$957,769	$16,127,283
01/01/2049	12/31/2049	$506,188	$0	$0	-$5,830,727	$0	-$862,073	$0	$0	$0	-$6,692,800	$673,441	$10,614,112
01/01/2050	12/31/2050	$506,188	$0	$0	-$5,454,466	$0	-$820,170	$0	$0	$0	-$6,274,636	$395,321	$5,240,985
01/01/2051	12/31/2051	$506,188	$0	$0	-$5,091,405	$0	-$779,916	$0	$0	$0	-$5,871,321	$124,149	$2

TEMPLATE 6A - Sheet 6A-5

Item Description (from 6A-1):	Optional Forms Assumption

v20220802p

Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See Template 4A instructions for Sheet 4A-4 or Sheet 4A-5, except provide the projection used to determine the intermediate SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
MPRA Plan?	No
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A
SFA Measurement Date:	12/31/2021
Fair Market Value of Assets as of the SFA Measurement Date:	$2,500,000
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	$176,892,328
Non-SFA Interest Rate:	5.26%
SFA Interest Rate:	2.91%

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	Contributions	Withdrawal Liability Payments	Other Payments to Plan (excluding financial assistance and SFA)	Benefit Payments	Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	SFA Investment Income Based on SFA Interest Rate	Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	Non-SFA Investment Income Based on Non-SFA Interest Rate	Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
01/01/2022	12/31/2022	$506,188	$84,396	$0	-$9,549,360	-$408,604	-$419,013	-$10,376,977	$4,976,289	$171,491,640	$0	$145,185	$3,235,769
01/01/2023	12/31/2023	$506,188	$84,396	$0	-$8,872,802	$0	-$427,393	-$9,300,195	$4,844,322	$167,035,767	$0	$183,886	$4,010,239
01/01/2024	12/31/2024	$506,188	$84,396	$0	-$9,140,429	$0	-$435,941	-$9,576,370	$4,710,313	$162,169,710	$0	$224,623	$4,825,446
01/01/2025	12/31/2025	$506,188	$84,396	$0	-$9,401,735	$0	-$444,660	-$9,846,395	$4,564,465	$156,887,780	$0	$267,503	$5,683,533
01/01/2026	12/31/2026	$506,188	$84,396	$0	-$9,669,451	$0	-$453,553	-$10,123,004	$4,406,411	$151,171,187	$0	$312,638	$6,586,755
01/01/2027	12/31/2027	$506,188	$107,434	$0	-$9,839,153	$0	-$567,662	-$10,406,815	$4,236,614	$145,000,986	$0	$360,754	$7,561,131
01/01/2028	12/31/2028	$506,188	$107,434	$0	-$10,019,068	$0	-$579,016	-$10,598,084	$4,054,078	$138,456,980	$0	$412,006	$8,586,760
01/01/2029	12/31/2029	$506,188	$107,434	$0	-$10,232,416	$0	-$590,595	-$10,823,011	$3,860,134	$131,494,103	$0	$465,954	$9,666,336
01/01/2030	12/31/2030	$506,188	$107,434	$0	-$10,346,172	$0	-$602,408	-$10,948,580	$3,655,568	$124,201,092	$0	$522,740	$10,802,698
01/01/2031	12/31/2031	$506,188	$57,011	$0	-$10,406,622	$0	-$614,455	-$11,021,077	$3,442,232	$116,622,246	$0	$581,186	$11,947,084
01/01/2032	12/31/2032	$506,188	$23,038	$0	-$10,399,231	$0	-$626,745	-$11,025,976	$3,221,645	$108,817,915	$0	$640,487	$13,116,798
01/01/2033	12/31/2033	$506,188	$23,038	$0	-$10,379,247	$0	-$639,280	-$11,018,527	$2,994,691	$100,794,079	$0	$702,014	$14,348,038
01/01/2034	12/31/2034	$506,188	$23,038	$0	-$10,326,065	$0	-$652,065	-$10,978,130	$2,761,870	$92,577,819	$0	$766,778	$15,644,042
01/01/2035	12/31/2035	$506,188	$23,038	$0	-$10,226,061	$0	-$665,107	-$10,891,168	$2,524,184	$84,210,834	$0	$834,947	$17,008,216
01/01/2036	12/31/2036	$506,188	$23,038	$0	-$10,081,015	$0	-$678,409	-$10,759,424	$2,282,818	$75,734,229	$0	$906,703	$18,444,146
01/01/2037	12/31/2037	$506,188	$23,038	$0	-$9,915,075	$0	-$691,977	-$10,607,052	$2,038,589	$67,165,765	$0	$982,233	$19,955,605
01/01/2038	12/31/2038	$506,188	$23,038	$0	-$9,710,589	$0	-$705,816	-$10,416,405	$1,792,290	$58,541,650	$0	$1,061,736	$21,546,567
01/01/2039	12/31/2039	$506,188	$23,038	$0	-$9,464,919	$0	-$719,932	-$10,184,851	$1,545,018	$49,901,816	$0	$1,145,420	$23,221,214
01/01/2040	12/31/2040	$506,188	$23,038	$0	-$9,183,060	$0	-$734,332	-$9,917,392	$1,297,855	$41,282,279	$0	$1,233,507	$24,983,947
01/01/2041	12/31/2041	$506,188	$23,038	$0	-$8,884,811	$0	-$749,018	-$9,633,829	$1,051,537	$32,699,987	$0	$1,326,226	$26,839,400
01/01/2042	12/31/2042	$506,188	$23,038	$0	-$8,562,571	$0	-$763,998	-$9,326,569	$806,677	$24,180,096	$0	$1,423,823	$28,792,449
01/01/2043	12/31/2043	$506,188	$23,038	$0	-$8,239,829	$0	-$779,278	-$9,019,107	$563,638	$15,724,627	$0	$1,526,554	$30,848,229
01/01/2044	12/31/2044	$506,188	$23,038	$0	-$7,894,009	$0	-$794,864	-$8,688,873	$322,833	$7,358,587	$0	$1,634,688	$33,012,144
01/01/2045	12/31/2045	$506,188	$23,038	$0	-$7,521,155	$0	-$810,761	-$7,358,587	$0	$0	-$973,330	$1,721,253	$34,289,293
01/01/2046	12/31/2046	$506,188	$23,038	$0	-$7,154,071	$0	-$826,976	$0	$0	$0	-$7,981,047	$1,592,442	$28,429,914
01/01/2047	12/31/2047	$506,188	$0	$0	-$6,777,818	$0	-$843,516	$0	$0	$0	-$7,621,334	$1,293,965	$22,608,733
01/01/2048	12/31/2048	$506,188	$0	$0	-$6,409,698	$0	-$860,386	$0	$0	$0	-$7,270,084	$997,864	$16,842,702
01/01/2049	12/31/2049	$506,188	$0	$0	-$6,044,304	$0	-$877,594	$0	$0	$0	-$6,921,898	$704,579	$11,131,571
01/01/2050	12/31/2050	$506,188	$0	$0	-$5,688,823	$0	-$848,293	$0	$0	$0	-$6,537,116	$415,123	$5,515,766
01/01/2051	12/31/2051	$506,188	$0	$0	-$5,342,554	$0	-$810,053	$0	$0	$0	-$6,152,607	$130,654	$0

TEMPLATE 6A - Sheet 6A-5

Item Description (from 6A-1):	CBUs Assumption

v20220802p

Reconciliation - Details for the "basic method" under § 4262.4(a)(1) for non-MPRA plans, or for the "increasing assets method" under § 4262.4(a)(2)(i) for MPRA plans for which the requested amount of SFA is determined under that method

See Template 4A instructions for Sheet 4A-4 or Sheet 4A-5, except provide the projection used to determine the intermediate SFA amount.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001
MPRA Plan?	No
If a MPRA Plan, which method yields the greatest amount of SFA?	N/A
SFA Measurement Date:	12/31/2021
Fair Market Value of Assets as of the SFA Measurement Date:	$2,500,000
SFA Amount as of the SFA Measurement Date under the method calculated in this Sheet:	$177,450,019
Non-SFA Interest Rate:	5.26%
SFA Interest Rate:	2.91%

On this Sheet, show payments INTO the plan as positive amounts, and payments OUT of the plan as negative amounts.

SFA Measurement Date / Plan Year Start Date	Plan Year End Date	(1) Contributions	(2) Withdrawal Liability Payments	(3) Other Payments to Plan (excluding financial assistance and SFA)	(4) Benefit Payments	(5) Make-up Payments Attributable to Reinstatement of Benefits Suspended through the SFA Measurement Date	(6) Administrative Expenses (excluding amount owed PBGC under 4261 of ERISA)	(7) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from SFA Assets	(8) SFA Investment Income Based on SFA Interest Rate	(9) Projected SFA Assets at End of Plan Year (prior year assets + (7) + (8))	(10) Benefit Payments (from (4) and (5)) and Administrative Expenses (from (6)) Paid from Non-SFA Assets	(11) Non-SFA Investment Income Based on Non-SFA Interest Rate	(12) Projected Non-SFA Assets at End of Plan Year (prior year assets + (1) + (2) + (3) + (10) + (11))
01/01/2022	12/31/2022	$531,428	$84,396	$0	-$9,548,525	-$408,604	-$419,013	-$10,376,142	$4,992,531	$172,066,408	$0	$145,756	$3,261,580
01/01/2023	12/31/2023	$533,719	$84,396	$0	-$8,870,405	$0	-$427,393	-$9,297,798	$4,861,086	$167,629,696	$0	$185,867	$4,065,562
01/01/2024	12/31/2024	$487,906	$84,396	$0	-$9,134,977	$0	-$435,941	-$9,570,918	$4,727,682	$162,786,460	$0	$227,119	$4,864,984
01/01/2025	12/31/2025	$446,675	$84,396	$0	-$9,393,195	$0	-$444,660	-$9,837,855	$4,582,547	$157,531,152	$0	$268,235	$5,664,289
01/01/2026	12/31/2026	$442,093	$84,396	$0	-$9,656,831	$0	-$453,553	-$10,110,384	$4,425,332	$151,846,100	$0	$310,174	$6,500,953
01/01/2027	12/31/2027	$437,512	$107,434	$0	-$9,821,312	$0	-$567,662	-$10,388,974	$4,256,536	$145,713,661	$0	$354,685	$7,400,584
01/01/2028	12/31/2028	$432,931	$107,434	$0	-$9,996,802	$0	-$579,016	-$10,575,818	$4,075,168	$139,213,011	$0	$401,902	$8,342,852
01/01/2029	12/31/2029	$428,349	$107,434	$0	-$10,205,452	$0	-$590,595	-$10,796,047	$3,882,560	$132,299,524	$0	$451,361	$9,329,996
01/01/2030	12/31/2030	$423,768	$107,434	$0	-$10,313,321	$0	-$602,408	-$10,915,729	$3,679,523	$125,063,319	$0	$503,181	$10,364,380
01/01/2031	12/31/2031	$419,187	$57,011	$0	-$10,366,413	$0	-$614,455	-$10,980,868	$3,467,957	$117,550,407	$0	$556,160	$11,396,739
01/01/2032	12/31/2032	$414,606	$23,038	$0	-$10,351,315	$0	-$626,745	-$10,978,060	$3,249,409	$109,821,757	$0	$609,465	$12,443,848
01/01/2033	12/31/2033	$412,315	$23,038	$0	-$10,324,650	$0	-$639,280	-$10,963,930	$3,024,763	$101,882,590	$0	$664,491	$13,543,693
01/01/2034	12/31/2034	$407,734	$23,038	$0	-$10,263,757	$0	-$652,065	-$10,915,822	$2,794,527	$93,761,296	$0	$722,239	$14,696,704
01/01/2035	12/31/2035	$403,152	$23,038	$0	-$10,157,472	$0	-$665,107	-$10,822,579	$2,559,704	$85,498,421	$0	$782,784	$15,905,678
01/01/2036	12/31/2036	$398,571	$23,038	$0	-$10,006,491	$0	-$678,409	-$10,684,900	$2,321,462	$77,134,982	$0	$846,272	$17,173,560
01/01/2037	12/31/2037	$393,990	$23,038	$0	-$9,832,459	$0	-$691,977	-$10,524,436	$2,080,653	$68,691,199	$0	$912,859	$18,503,447
01/01/2038	12/31/2038	$391,699	$23,038	$0	-$9,620,418	$0	-$705,816	-$10,326,234	$1,838,102	$60,203,066	$0	$982,759	$19,900,944
01/01/2039	12/31/2039	$387,118	$23,038	$0	-$9,366,061	$0	-$719,932	-$10,085,993	$1,594,923	$51,711,996	$0	$1,056,164	$21,367,264
01/01/2040	12/31/2040	$382,537	$23,038	$0	-$9,072,270	$0	-$734,332	-$9,806,602	$1,352,277	$43,257,672	$0	$1,133,188	$22,906,027
01/01/2041	12/31/2041	$380,246	$23,038	$0	-$8,762,055	$0	-$749,018	-$9,511,073	$1,110,956	$34,857,555	$0	$1,214,075	$24,523,387
01/01/2042	12/31/2042	$375,665	$23,038	$0	-$8,429,336	$0	-$763,998	-$9,193,334	$871,563	$26,535,784	$0	$1,299,045	$26,221,135
01/01/2043	12/31/2043	$371,084	$23,038	$0	-$8,095,833	$0	-$779,278	-$8,875,111	$634,458	$18,295,131	$0	$1,388,243	$28,003,500
01/01/2044	12/31/2044	$368,793	$23,038	$0	-$7,739,303	$0	-$794,864	-$8,534,167	$400,073	$10,161,038	$0	$1,481,943	$29,877,275
01/01/2045	12/31/2045	$364,212	$23,038	$0	-$7,357,521	$0	-$810,761	-$8,168,282	$169,183	$2,161,938	$0	$1,580,400	$31,844,925
01/01/2046	12/31/2046	$361,921	$23,038	$0	-$6,980,320	$0	-$826,976	-$2,161,938	$0	$0	-$5,645,358	$1,526,000	$28,110,526
01/01/2047	12/31/2047	$357,340	$0	$0	-$6,591,600	$0	-$843,516	$0	$0	$0	-$7,435,116	$1,279,100	$22,311,850
01/01/2048	12/31/2048	$352,758	$0	$0	-$6,209,988	$0	-$860,386	$0	$0	$0	-$7,070,374	$984,464	$16,578,698
01/01/2049	12/31/2049	$350,468	$0	$0	-$5,830,340	$0	-$862,027	$0	$0	$0	-$6,692,367	$693,671	$10,930,470
01/01/2050	12/31/2050	$345,886	$0	$0	-$5,458,747	$0	-$820,684	$0	$0	$0	-$6,279,431	$408,196	$5,405,121
01/01/2051	12/31/2051	$343,596	$0	$0	-$5,097,045	$0	-$780,592	$0	$0	$0	-$5,877,637	$128,922	$1

Version Updates

Version	Date updated
v20220701p	07/01/2022

TEMPLATE 7

7a - Assumption/Method Changes for SFA Eligibility

File name: *Template 7 Plan Name* , where "Plan Name" is an abbreviated version of the plan name.

Instructions for Section C, Item (7)a. of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance:

Sheet 7a of Template 7 is not required if the plan is eligible for SFA under § 4262.3(a)(2) (MPRA suspensions) or § 4262.3(a)(4) (certain insolvent plans) of PBGC's special financial assistance regulation.

Sheet 7a of Template 7 is not required if the plan is eligible based on a certification of plan status completed before January 1, 2021.

Sheet 7a of Template 7 is not required if the plan is eligible based on a certification of plan status completed after December 31, 2020 but reflects the same assumptions as those in the pre-2021 certification of plan status.

Provide a table identifying which assumptions/methods used in determining the plan's eligibility for SFA differ from those used in the pre-2021 certification of plan status and brief explanations as to why using those assumptions/methods is no longer reasonable and why the changed assumptions/methods are reasonable.

This table should identify all changed assumptions/methods (including those that are reflected in the Baseline provided in Template 5A or Template 5B) and should be an abbreviated version of information provided in Section D, Item (6)a. of the SFA filing instructions.

For example, if the mortality assumption used in the pre-2021 certification of plan status is the RP-2000 mortality table, and the plan proposes to change to the Pri-2012(BC) table, complete one line of the table as follows:

	(A)	(B)	(C)
Assumption/Method That Has Changed From Assumption/Method Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	Brief description of assumption/method used in the most recent certification of plan status completed prior to 1/1/2021	Brief description of assumption/method used in showing the plan's eligibility for SFA (if different)	Brief explanation on why the assumption/method in (A) is no longer reasonable and why the assumption/method in (B) is reasonable
Base Mortality Assumption	RP-2000 mortality table	Pri-2012(BC) mortality table	Prior assumption is outdated. New assumption reflects more recently published experience for blue collar workers.

Add one line for each assumption/method that has changed from that used in the most recent certification of plan status completed prior to 1/1/2021.

Since this Template 7a is intended as an abbreviated version of more detailed information provided in Section D, Item (6)a. of the SFA filing instructions, it is not necessary to include full tables of rates at every age (e.g., for retirement, turnover, etc.). Instead, a high level description that focuses on what aspect of the assumption/method has changed is preferred.

Template 7 - Sheet 7a

v20220701p

Assumption/Method Changes - SFA Eligibility

PLAN INFORMATION

Abbreviated Plan Name:	
EIN:	
PN:	

Brief description of basis for qualifying for SFA (e.g., critical and declining status in 2020, insolvent plan, critical status and meet other criteria)	

	(A)	(B)	(C)
Assumption/Method That Has Changed From Assumption/Method Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	Brief description of assumption/method used in the most recent certification of plan status completed prior to 1/1/2021	Brief description of assumption/method used in showing the plan's eligibility for SFA (if different)	Brief explanation on why the assumption/method in (A) is no longer reasonable and why the assumption/method in (B) is reasonable

TEMPLATE 7

v20220701p

7b - Assumption/Method Changes for SFA Amount

File name: *Template 7 Plan Name* , where "Plan Name" is an abbreviated version of the plan name.

Instructions for Section C, Item (7)b. of the Instructions for Filing Requirements for Multiemployer Plans Applying for Special Financial Assistance:

Provide a table identifying which assumptions/methods used in determining the amount of SFA differ from those used in the pre-2021 certification of plan status (except the non-SFA and SFA interest rates) and brief explanations as to why using those original assumptions/methods is no longer reasonable and why the changed assumptions/methods are reasonable.

Please state if the changed assumption is an extension of the CBU assumption or the administrative expenses assumption as described in Paragraph A "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on Special Financial Assistance Assumptions.

This table should identify all changed assumptions/methods except for the interest rates (including those that are reflected in the Baseline provided in Template 5A or Template 5B) and should be an abbreviated version of information provided in Section D, Item (6)b. of the SFA filing instructions.

For example, if the mortality assumption used in the pre-2021 certification of plan status is the RP-2000 mortality table, and the plan proposes to change to the Pri-2012(BC) table, complete one line of the table as follows:

	(A)	(B)	(C)
Assumption/Method That Has Changed From Assumption Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	Brief description of assumption/method used in the most recent certification of plan status completed prior to 1/1/2021	Brief description of assumption/method used to determine the requested SFA amount (if different)	Brief explanation on why the assumption/method in (A) is no longer reasonable and why the assumption/method in (B) is reasonable
Base Mortality Assumption	RP-2000 mortality table	Pri-2012(BC) mortality table	Original assumption is outdated. New assumption reflects more recently published experience for blue collar workers.

For example, assume the plan is projected to be insolvent in 2029 in the pre-2021 certification of plan status. The plan changes its CBU assumption by extending the assumption to the later projection years as described in Paragraph A, "Adoption of assumptions not previously factored into pre-2021 certification of plan status" of Section III, Acceptable Assumption Changes of PBGC's guidance on Special Financial Assistance Assumptions. Complete one line of the table as follows:

	(A)	(B)	(C)
Assumption/Method That Has Changed From Assumption Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	Brief description of assumption/method used in the most recent certification of plan status completed prior to 1/1/2021	Brief description of assumption/method used to determine the requested SFA amount (if different)	Brief explanation on why the assumption/method in (A) is no longer reasonable and why the assumption/method in (B) is reasonable
CBU Assumption	Decrease from most recent plan year's actual number of CBUs by 2% per year to 2028	Same number of CBUs for each projection year to 2028 as shown in (A), then constant CBUs for all years after 2028.	Original assumption does not address years after original projected insolvency in 2029. Proposed assumption uses acceptable extension methodology.

Add one line for each assumption/method that has changed from that used in the most recent certification of plan status completed prior to 1/1/2021.

Since this Template 7b is intended as an abbreviated version of more detailed information provided in Section D, Item (6)b. of the SFA filing instructions, it is not necessary to include full tables of rates at every age (e.g., for retirement, turnover, etc.). Instead, a high level description that focuses on what aspect of the assumption/method has changed is preferred.

Template 7 - Sheet 7b v20220701p

Assumption/Method Changes - SFA Amount

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001

	(A)	(B)	(C)
Assumption/Method That Has Changed From Assumption Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	Brief description of assumption/method used in the most recent certification of plan status completed prior to 1/1/2021	Brief description of assumption/method used to determine the requested SFA amount (if different)	Brief explanation on why the assumption/method in (A) is no longer reasonable and why the assumption/method in (B) is reasonable
Base Mortality Assumption (See Section D, Item 6(b) for more detail)	Mortality rates for both pre-retirement and post-retirement participants are based on the UP-84 Mortality Table, rated one year older for males and four years younger for females [UP-84 (1, -4)], and are applied to both pre-annuitant and post-annuitant lives. No mortality improvement is assumed.	Pri-2012 Amount-Weighted Blue-Collar Employee Table for all non-annuitant participants. Pri-2012 Amount-Weighted Disabled Retiree Table for all disabled annuitants. Pri-2012 Amount-Weighted Blue-Collar Nondisabled Annuitant Table for all non-disabled participants in pay status. Mortality improvement projected using SOA Scale MP-2021	The older mortality tables are no longer reasonable because they are based on outdated published tables. The most recent published tables by the Society of Actuaries are now being used, including for mortality improvement. The updated assumption is consistent with the "acceptable" change in PBGC's guidance on SFA assumptions and is therefore reasonable for determining the amount of SFA.
New Entrant Profile (See Section D, Item 6(b) for more detail)	A new entrant profile was not utilized	Sex-distinct new entrants profiles reflecting recent Plan experience.	The 2020 PPA zone certification new entrant assumption did not reflect a new entrant profile and was therefore an unreasonable approach for the SFA application. The current assumption is reasonable since it projects new entrants to enter the Plan based on recent Plan experience.
Cash Flow Timing Assumption (See Section D, Item 6(b) for more detail)	All cash flows were assumed to occur mid-year.	Cash flows are assumed to occur based on timing actually experienced by the Plan: - benefit payments at the beginning of the month. - Employer contributions received by the 10th of the month after work is performed. - PBGC premiums are paid 2.5 months before the end of the Plan year. - general expenses and withdrawal liability payments are still assumed to occur mid-year.	Given the purpose of the measurement in the SFA application, a mid-year assumption for all cash flows is not reasonable, while reflecting actual Plan experience is a reasonable assumption.
Withdrawal Liability - Current Withdrawn employers (See Section D, Item 6(b) for more detail)	No assumption.	The one currently withdrawn employer is assumed to make the remainder of their payments timely and in full.	The prior assumption was unreasonable because there is one withdrawn employer. Reflecting the continued receipt of payments from the one currently withdrawn employer is reasonable.
Withdrawal Liability - Future Withdrawals (See Section D, Item 6(b) for more detail)	No assumption.	Two employers are projected to withdraw from the Plan on December 31, 2026; one of these employers (a group under common control consisting of a health & welfare plan and 401(k) plan) is projected to make 20 years of withdrawal liability payments.	The prior assumption was unreasonable. Reflecting the future receipt of withdrawal liability payments from the employer projected to withdraw December 31, 2026 is reasonable.
Value of VCP corrections (See Section D, Item 6(b) for more detail)	Benefits were projected using the amounts reflected in the Plan's census data used in the 2021 actuarial valuation.	Benefits were projected using the amounts reflected in the Plan's census data used in the 2021 actuarial valuation, except that those benefits which are the subject of the ongoing VCP process have been updated to reflect the corrections being proposed.	It is not reasonable to ignore the changes suggested in the VCP application in the projection of benefit payments for the SFA application.
Reimbursement of PBGC Reduced Benefits (See Section D, Item 6(b) for more detail)	No assumption.	It is assumed that participants will be reimbursed, without interest, for benefits reduced to the PBGC Guaranteed Benefit Level from 9/1/2021 to 12/31/2021.	The prior assumption was unreasonable, as it did not anticipate this feature of the SFA process. It is reasonable to assume these reimbursements will occur if the Plan receives SFA.
Value of Pop-up Option (See Section D, Item 6(b) for more detail)	Participants in the January 1, 2021 census data who had elected a pop-up joint & survivor annuity were valued as if their form of payment was a regular joint & survivor annuity without pop-up feature.	Participants in the January 1, 2021 census data who had elected a pop-up joint & survivor annuity have their form of payment valued properly.	The prior assumption was not reasonable because it did not appropriately reflect the optional forms chosen by the Plan's participants.
Appropriate Valuation of Late Retirement Methodology (See Section D, Item 6(b) for more detail)	Terminated Vested participants assumed to retire at their Normal Retirement Date, with a single sum payment (without interest) for missed monthly payments owed between Normal Retirement Date and valuation date.	- Accrued benefits for terminated vested participants are actuarially increased from Normal Retirement Date through the earlier of age at valuation date or their Required Beginning Date under the Plan's terms - For those terminated vested participants beyond their Required Beginning Date as of the valuation date, a single lump sum payment is made for missed monthly payments owed from the participant's Required Beginning Date through the valuation date, accumulated with interest at the Plan's actuarial equivalence interest rate (7.0%).	The prior assumption was unreasonable because it didn't reflect the way the Plan is intended to be administered. The new assumption reflects accurate Plan administration.
Retirement Rates (See Section D, Item 6(b) for more detail)	Age 65 and 6 years of participation.	Retirement rates vary by participant status and are based on a plan-specific experience study covering the period 2019 through 2023. Separate retirement assumptions were developed for active participants and terminated vested participants.	The prior assumption utilized a single retirement age assumption for all participants. After an experience study was performed by the current actuary, it was determined that the prior assumption was not reasonable and a table of rates based on age and status was determined to be a reasonable approach.
Turnover (See Section D, Item 6(b) for more detail)	UAW Special Table - Sample rates: Age Rate 20 60.03% 25 21.63% 30 5.01% 35 2.75% 40 1.94% 45 1.47% 50 1.05% 55 0.71% 60 0.65% 65 0.00%	Sarason T-tables (T-10)	The prior assumption utilized a table of rates that were not appropriate for this Plan's demographics. After an experience study was performed by the current actuary, it was determined that a published table of rates based on a broader population was a reasonable approach.
Optional Form Elections (See Section D, Item 6(b) for more detail)	All participants are assumed to elect a single life annuity.	Form Rate Single Life Annuity 40% 50% Joint and Survivor Annuity 50% 5 Year Certain & Continuous Annuity 10%	Given the purpose of the measurement in the SFA application, a single optional form assumption is not reasonable. A reasonable assumption based on the results of a Plan experience study was chosen.
CBUs (See Section D, Item 6(b) for more detail)	CBUs anchored to the level reflected in the prior actuarial valuation CBUs assumed to remain level for all future plan years through insolvency	Actual plan experience through 2025 will be reflected. CBUs will decline 1.0% beginning in 2026 and continuing through 2051.	The prior assumption was unreasonable because it does not reflect the anticipated experience of the Plan given its history both prior to COVID and since COVID. The updated assumption reflects anticipated future experience of the Plan, while reflecting history that has occurred since the Plan's measurement date.
Administration Expenses (See Section D, Item 6(b) for more detail)	Prior year's actual expenses assumed to increase with 2.0% inflation.	The Administrative Expenses Assumption reflects actual expenses through 6/30/2026. Beyond 6/30/2026, recurring expenses are forecasted based on new professionals that have been hired, along with reasonable projection of recurring non-professional fees. Finally, expenses for non-recurring work for the latter half of 2026 and all of 2027 are forecasted separately.	Given the significant changes to the administration of the Plan that have occurred over the last 12 months, future administrative expenses were developed using a forecasted itemized approach, and not anchored to past experience, which was the prior approach for projecting expenses. That prior approach is no longer reasonable.

Version Updates

Version	Date updated	
v20220802p	08/02/2022	Cosmetic changes to increase the size of some rows
v20220701p	07/01/2022	

TEMPLATE 8 File name: *Template 8 Plan Name* , where "Plan Name" is an abbreviated version of the plan name. v20220802p

Contribution and Withdrawal Liability Details

Provide details of the projected contributions and withdrawal liability payments used to calculate the requested SFA amount. This should include total contributions, contribution base units (including identification of the base unit used (i.e., hourly, weekly)), average contribution rate(s), reciprocity contributions (if applicable), additional contributions from the rehabilitation plan (if applicable), and any other identifiable contribution streams. For withdrawal liability, separately show amounts for currently withdrawn employers and for future assumed withdrawals. Also provide the projected number of active participants at the beginning of each plan year.

The first row in the projection period is for the period beginning on the SFA measurement date and ending on the last day of the plan year containing the SFA measurement date. For all other periods, provide the full plan year of information up to the plan year ending in 2051.

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001

Unit (e.g. hourly, weekly)	Weekly

					All Other Sources of Non-Investment Income					
SFA Measurement Date / Plan Year Start Date	Plan Year End Date	Total Contributions*	Total Contribution Base Units	Average Contribution Rate	Reciprocity Contributions (if applicable)	Additional Rehab Plan Contributions (if applicable)	Other - Explain if Applicable	Withdrawal Liability Payments for Currently Withdrawn Employers	Withdrawal Liability Payments for Projected Future Withdrawals	Projected Number of Active Participants (Including New Entrants) at the Beginning of the Plan Year
01/01/2022	12/31/2022	$337,341	9,832	$54.05	$0	$194,087	$0	$84,396	$0	232
01/01/2023	12/31/2023	$338,795	9,875	$54.05	$0	$194,924	$0	$84,396	$0	233
01/01/2024	12/31/2024	$309,714	9,027	$54.05	$0	$178,192	$0	$84,396	$0	213
01/01/2025	12/31/2025	$283,541	8,264	$54.05	$0	$163,134	$0	$84,396	$0	195
01/01/2026	12/31/2026	$280,633	8,179	$54.05	$0	$161,460	$0	$84,396	$0	193
01/01/2027	12/31/2027	$277,725	8,095	$54.05	$0	$159,787	$0	$84,396	$23,038	191
01/01/2028	12/31/2028	$274,817	8,010	$54.05	$0	$158,114	$0	$84,396	$23,038	189
01/01/2029	12/31/2029	$271,909	7,925	$54.05	$0	$156,440	$0	$84,396	$23,038	187
01/01/2030	12/31/2030	$269,001	7,840	$54.05	$0	$154,767	$0	$84,396	$23,038	185
01/01/2031	12/31/2031	$266,093	7,756	$54.05	$0	$153,094	$0	$33,973	$23,038	183
01/01/2032	12/31/2032	$263,184	7,671	$54.05	$0	$151,422	$0	$0	$23,038	181
01/01/2033	12/31/2033	$261,730	7,628	$54.05	$0	$150,585	$0	$0	$23,038	180
01/01/2034	12/31/2034	$258,822	7,544	$54.05	$0	$148,912	$0	$0	$23,038	178
01/01/2035	12/31/2035	$255,914	7,459	$54.05	$0	$147,238	$0	$0	$23,038	176
01/01/2036	12/31/2036	$253,006	7,374	$54.05	$0	$145,565	$0	$0	$23,038	174
01/01/2037	12/31/2037	$250,098	7,289	$54.05	$0	$143,892	$0	$0	$23,038	172
01/01/2038	12/31/2038	$248,644	7,247	$54.05	$0	$143,055	$0	$0	$23,038	171
01/01/2039	12/31/2039	$245,736	7,162	$54.05	$0	$141,382	$0	$0	$23,038	169
01/01/2040	12/31/2040	$242,828	7,077	$54.05	$0	$139,709	$0	$0	$23,038	167
01/01/2041	12/31/2041	$241,374	7,035	$54.05	$0	$138,872	$0	$0	$23,038	166
01/01/2042	12/31/2042	$238,465	6,950	$54.05	$0	$137,200	$0	$0	$23,038	164
01/01/2043	12/31/2043	$235,557	6,866	$54.05	$0	$135,527	$0	$0	$23,038	162
01/01/2044	12/31/2044	$234,103	6,823	$54.05	$0	$134,690	$0	$0	$23,038	161
01/01/2045	12/31/2045	$231,195	6,738	$54.05	$0	$133,017	$0	$0	$23,038	159
01/01/2046	12/31/2046	$229,741	6,696	$54.05	$0	$132,180	$0	$0	$23,038	158
01/01/2047	12/31/2047	$226,833	6,611	$54.05	$0	$130,507	$0	$0	$0	156
01/01/2048	12/31/2048	$223,925	6,527	$54.05	$0	$128,833	$0	$0	$0	154
01/01/2049	12/31/2049	$222,471	6,484	$54.05	$0	$127,997	$0	$0	$0	153
01/01/2050	12/31/2050	$219,563	6,399	$54.05	$0	$126,323	$0	$0	$0	151
01/01/2051	12/31/2051	$218,109	6,357	$54.05	$0	$125,487	$0	$0	$0	150

* Total contributions shown here should be contributions based upon CBUs and should not include items separately shown in any columns under "All Other Sources of Non-Investment Income."

Version Updates

Version	Date updated
v20230727	07/27/2023

TEMPLATE 10

v20230727

Pre-2021 Zone Certification, Baseline Details, and Final SFA Assumption Summaries

File name: *Template 10 Plan Name* , where "Plan Name" is an abbreviated version of the plan name.

Provide a table identifying and summarizing which assumptions/methods were used in each of the pre-2021 certification of plan status, the Baseline details (Template 5A or Template 5B), and the final SFA calculation (Template 4A or Template 4B).

This table should identify all assumptions/methods used, including those that are reflected in the Baseline provided in Template 5A or Template 5B and any assumptions not explicitly listed. Please identify the source (file and page number) of the pre-2021 certification of plan status assumption. Additionally, please select the appropriate assumption change category per SFA assumption guidance*. Please complete all rows of Template 10. If an assumption on Template 10 does not apply to the application, please enter "N/A" and explain as necessary in the "comments" column. If the application contains assumptions not listed on Template 10, create additional rows as needed.

See the table below for a brief example of how to fill out the requested information in summary form. In the example the first row demonstrates how one would fill out the information for a change in the mortality assumption used in the pre-2021 certification of plan status, where the RP-2000 mortality table was the original assumption, and the plan proposes to change to the Pri-2012(BC) table.

	(A)	(B)	(C)	(D)	(E)
	Source of (B)	Assumption/Method Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	Baseline Assumption/Method Used	Final SFA Assumption/Method Used	Category of assumption change from (B) to (D) per SFA Assumption Guidance
Base Mortality - Healthy	*2019 Company XYZ AVR.pdf p. 55*	RP-2000 mortality table	Pri-2012(BC) mortality table	Same as baseline	Acceptable Change
Contribution Base Units	*2020 Company XYZ ZC.pdf p. 19*	125,000 hours projected to insolvency in 2024	125,000 hours projected through the SFA projection period in 2051	100,000 hours projected with 3.0% reductions annually for 10 years and 1.0% reductions annually thereafter	Generally Acceptable Change
Assumed Withdrawal Payments -Future Withdrawals	*2020 Company XYZ ZC.pdf p. 20*	None assumed until insolvency in 2024	None assumed through the SFA projection period in 2051	Same as baseline	Other Change
Retirement - Actives	*2019 Company XYZ AVR.pdf p. 54*	Age / Actives: 55 10%; 56 20%; 57 30%; 58 40%; 59 50%; 60+ 100%	Same as Pre-2021 Zone Cert	Same as baseline	No Change

Add additional lines if needed.

*https://www.pbgc.gov/sites/default/files/sfa/sfa-assumptions-guidance.pdf

Template 10 v20230727

Pre-2021 Zone Certification, Baseline Details, and Final SFA Assumption Summaries

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001

	(A) Source of (B)	(B) Assumption/Method Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	(C) Baseline Assumption/Method Used	(D) Final SFA Assumption/Method Used	(E) Category of assumption change from (B) to (D) per SFA Assumption Guidance	Comments
SFA Measurement Date	N/A	N/A	12/31/2021	12/31/2021	N/A	
Census Data as of	*Plan Administrator*	01/01/2019	01/01/2021	01/01/2021	N/A	
DEMOGRAPHIC ASSUMPTIONS						
Base Mortality - Healthy	*1/1/19 actuarial valuation, pg 4*	UP-84 Mortality Rates, set forward 1 year for males and set back 4 years for females	• Pri-2012 amount-weighted Blue-Collar Employee table for all non-annuitants • Pri-2012 amount-weighted Blue Collar Nondisabled Annuitant table for all non-disabled in-pay participants	Same	Acceptable Change	
Mortality Improvement - Healthy	*1/1/19 actuarial valuation, not explicitly stated*	None	SOA Scale MP-2021	Same	Acceptable Change	
Base Mortality - Disabled	*1/1/19 actuarial valuation, pg 4*	UP-84 Mortality Rates, set forward 1 year for males and set back 4 years for females	Pri-2012 amount-weighted Disabled Retiree table for all disabled annuitants	Same	Acceptable Change	
Mortality Improvement - Disabled	*1/1/19 actuarial valuation, not explicitly stated*	None	SOA Scale MP-2021	Same	Acceptable Change	
Retirement - Actives	*1/1/19 actuarial valuation, pg 4*	Age 65 and 6 years of participation	Same	Age Rate <62 0% 62 20% 63 10% 64 15% 65 60% 66 40% 67 20% >67 100%	Other Change	Based on retirement experience from 2019 through 2023
Retirement - TVs	*1/1/19 actuarial valuation, pg 4*	Age 65 and 6 years of participation	Same	Age Rate <62 0% 62 30% 63 25% 64 35% 65 25% 66 10% 67 5% 68 5% 69 10% >69 100%	Other Change	Based on retirement experience from 2019 through 2023
Turnover	*1/1/19 actuarial valuation, pg 4*	UAW Special Table - Sample rates: Age Rate 20 60.03% 25 21.63% 30 5.01% 35 2.75% 40 1.94% 45 1.47% 50 1.05% 55 0.71% 60 0.65% 65 0.00%	Same	Sarason T-10 termination table - Sample rates: Age Rate 20 18.00% 25 17.30% 30 16.30% 35 15.00% 40 13.30% 45 11.20% 50 8.56% 55 5.45% 60 2.76% 65 2.44%	Other Change	Best fit standard turnover table based on experience from 2017 through 2024
Disability	*1/1/19 actuarial valuation, not explicitly stated*	Sample rates: Age Rate 25 0.0003 30 0.0004 35 0.0005 40 0.0007 45 0.0010 50 0.0018 55 0.0036 60 0.0090 64 0.0222	Same	Same	No Change	
Optional Form Elections - Actives	*1/1/19 actuarial valuation, not explicitly stated*	Straight Life Annuity	Same	Form Rate Single Life Annuity 40% 50% Joint and Survivor Annuity 50% 5 Year Certain & Continuous Annuity 10%	Other Change	Based on experience from 2019 through 2023

Template 10

v20230727

Pre-2021 Zone Certification, Baseline Details, and Final SFA Assumption Summaries

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001

	(A) Source of (B)	(B) Assumption/Method Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	(C) Baseline Assumption/Method Used	(D) Final SFA Assumption/Method Used	(E) Category of assumption change from (B) to (D) per SFA Assumption Guidance	Comments
Optional Form Elections - TVs	*1/1/19 actuarial valuation, not explicitly stated*	Straight Life Annuity	Same	Form / Rate Single Life Annuity 40% 50% Joint and Survivor Annuity 50% 5 Year Certain & Continuous Annuity 10%	Other Change	Based on experience from 2019 through 2023
Marital Status	*1/1/19 actuarial valuation, not explicitly stated*	80% married for qualified preretirement spouse benefit	Same	Same	No Change	
Spouse Age Difference	*1/1/19 actuarial valuation, not explicitly stated*	Males are 3 years older than females	Same	Same	No Change	
Active Participant Count	*1/1/19 actuarial valuation, pg 3*	256	221	Same	Acceptable Change	
New Entrant Profile	*Not explicitly stated*	None	• A new entrant profile was developed using Plan experience for calendar years 2016 through 2020 • New entrants were categorized by age and gender • No future rehires are assumed	Same	Acceptable Change	Based on experience from 2016 through 2020
Missing or Incomplete Data	*Not explicitly stated*	N/A	N/A	The Actuary is not aware of any material missing or incomplete participant data that would affect the SFA calculation.	No Change	
"Missing" Terminated Vested Participant Assumption	*Not explicitly stated*	N/A	N/A	There are no "missing" Terminated Vested Participants in the census data.	No Change	
Treatment of Participants Working Past Retirement Date	*1/1/19 actuarial valuation, not explicitly stated*	Benefits are assumed to be suspended for participants working beyond Normal Retirement Date	Same	Same	No Change	
Assumptions Related to Reciprocity	*Not explicitly stated*	None	Same	Same	No Change	
Other Demographic Assumption 1	*1/1/19 actuarial valuation, not explicitly stated*	Terminated Vested participants who have deferred benefit commencement beyond their Normal Retirement Date would receive a single sum payment for missed monthly payments owed between their Normal Retirement Date and the valuation date, with no interest included in the calculation of the lump sum	Same	• Accrued benefits for Terminated Vested participants are actuarially increased from Normal Retirement Date through the earlier of age at valuation date or their Required Beginning Date under the Plan's terms (April 1st of the calendar year following the calendar year in which the participant turned 70.5) • For those Terminated Vested participants beyond their Required Beginning Date as of the valuation date, a single lump sum payment is made for missed monthly payments owed from the participant's Required Beginning Date through the valuation date, accumulated with interest at the Plan's actuarial equivalence interest rate (7.0%)	Other Change	Appropriate Valuation of Late Retirements Methodology
Other Demographic Assumption 2						
Other Demographic Assumption 3						

NON-DEMOGRAPHIC ASSUMPTIONS

	(A) Source of (B)	(B)	(C)	(D)	(E)	Comments
Contribution Base Units	*Not explicitly stated*	• CBUs anchored to the level reflected in the prior actuarial valuation • CBUs assumed to remain level for all future plan years through insolvency	Same	• Actual CBU levels for Plan Years 2022 through 2025 reflected • CBUs assumed to decline by 1.0% in 2026 and all Plan Years thereafter	Generally Acceptable Change	
Contribution Rate	*Not explicitly stated*	Contribution rates vary by employer	Same	There was an employer whose contribution rate for non-benefit-bearing contributions was reduced following the 2021 Plan Year. Therefore the contributions and CBUs from 2021 were used to develop the average weekly contribution rate that has been used for projections in the SFA application.	Acceptable Change	

Template 10

v20230727

Pre-2021 Zone Certification, Baseline Details, and Final SFA Assumption Summaries

PLAN INFORMATION

Abbreviated Plan Name:	AmerFam DB Plan
EIN:	16-6103576
PN:	001

	(A)	(B)	(C)	(D)	(E)	
	Source of (B)	Assumption/Method Used in Most Recent Certification of Plan Status Completed Prior to 1/1/2021	Baseline Assumption/Method Used	Final SFA Assumption/Method Used	Category of assumption change from (B) to (D) per SFA Assumption Guidance	Comments
Administrative Expenses	*Not explicitly stated*	Prior year administrative expenses (as reflected in the Plan's 2022 actuarial valuation) were assumed to increase each year with 2.0% inflation, inclusive of PBGC premiums	Same	• Inflation assumption is 2.5% • Actual administrative expenses from 2022 through 2025 are included • Administrative expenses for 1/1/2026 through 6/30/2026, reflecting invoices received by the Plan, are projected to be $1,423,370: o $1,287,183 for services rendered by Plan professionals o $68,045 for Fiduciary Insurance for the Plan and Independent Trustee and Fidelity Bond Coverage o $17,136 for Rent and $51,006 for Other Costs • Administrative expenses for 7/1/2026 through 12/31/2026 are projected to be $1,050,958: o $574,638 for work not related to the SFA application, VCP filing, or TPA transition o $128,480 for work related to the SFA application o $82,220 for work related to the VCP filing o $192,220 for work related to the TPA transition o $22,394 for Rent and $51,006 for Other Costs • Administrative expenses for 2027 are projected to be $1,553,151: o $940,450 for work not related to the SFA application, VCP filing, or TPA transition o $188,960 for work related to the SFA application o $164,440 for work related to the VCP filing o $144,440 for work related to the TPA transition o $69,746 for Fiduciary Insurance for the Plan and Independent Trustee and Fidelity Bond Coverage o $45,114 for Rent, which is not assumed to recur beyond 2027 • Administrative expenses for 2028 through 2030 are generally assumed to increase with 2.5% inflation, with services rendered by actuarial, legal, and the Plan's Trustee grading down uniformly as explained in Section D • Work relating to the SFA application, VCP filing, and TPA transition are assumed to be completed in the second half of 2026 and into 2027, with no further work assumed beyond 2027 • It is assumed that the administrative expenses for 2026 and 2027 are not subject to the 12% cap; expenses for 2028 and future years are assumed to be subject to the 12% cap • PBGC premiums are projected separately from other administrative expenses and reflect expected population changes and the PBGC premium increase in the Plan Year beginning in 2031 ($52); all unknown premium rates are assumed to be equal to the rate from the prior Plan Year, increased with 2.5% inflation and rounded to the nearest dollar; no PBGC premiums are included until 2027; PBGC premiums are assumed not to be subject to the 12% cap on expenses per PBGC guidance	Other Change	
Assumed Withdrawal Payments - Currently Withdrawn Employers	*Not explicitly stated*	No withdrawal liability payments were assumed to be received	None	Withdrawal liability payments owed by the one withdrawn employer currently making payments to the Plan are assumed to be made timely and in full	Other Change	
Assumed Withdrawal Payments -Future Withdrawals	*Not explicitly stated*	No withdrawal liability payments were assumed to be received	Same	Two employers are projected to withdraw from the Plan on December 31, 2026; one of these employers (a group under common control consisting of a health & welfare plan and 401(k) plan) is projected to make 20 years of withdrawal liability payments	Other Change	
Other Assumption 1	*1/1/19 actuarial valuation, not explicitly stated*	Participants receiving a Joint & Survivor Annuity with a Pop-Up will not receive an increased benefit if their Spouse predeceased them in the projection of benefit payments	Same	Participants receiving a Joint & Survivor Annuity with a Pop-Up will receive an increased benefit if their Spouse predeceases them, as required by and consistent with the Plan	Other Change	Proper Valuation of Pop-Up Joint & Survivor Annuities Methodology
Other Assumption 2	*N/A*	There was no assumption relating to the underpayment of incorrectly calculated benefits	Same	• Improperly calculated benefits are reflected in the amount due in accordance with the Plan's VCP application • Participants who had been underpaid as a result of the incorrect calculation of their benefit are assumed to be reimbursed for the underpayment	Other Change	Reimbursement to Participants for the Underpayments of Incorrectly Calculated Benefits
Other Assumption 3	*N/A*	There was no assumption relating to the reimbursement of benefits reduced to the PBGC Guaranteed Benefit Level	Same	Participants whose benefits were reduced to the PBGC Guaranteed Benefit Level will be reimbursed upon the Plan's receipt of Special Financial Assistance	Other Change	Reimbursement to Participants for Benefits Reduced to the PBGC Guaranteed Benefit Level

CASH FLOW TIMING ASSUMPTIONS

	(A)	(B)	(C)	(D)	(E)	
Benefit Payment Timing	*1/1/19 actuarial valuation, not explicitly stated*	Mid-year payment	Same	Benefit payments made at the beginning of each month	Other Change	
Contribution Timing	*1/1/19 actuarial valuation, not explicitly stated*	Mid-year receipt	Same	Employer contributions received by the 10th of the month after work is performed	Other Change	
Withdrawal Payment Timing	*1/1/19 actuarial valuation, not explicitly stated*	Mid-year receipt	Same	Same	No Change	
Administrative Expense Timing	*1/1/19 actuarial valuation, not explicitly stated*	Mid-year payment	Same	Same	No Change	
Other Payment Timing	*1/1/19 actuarial valuation, not explicitly stated*	Mid-year payment	Same	PBGC premiums paid two and a half months before the end of the Plan Year	Other Change	PBGC Premium Payment Timing

Create additional rows as needed.

AMENDED AND RESTATED

AGREEMENT AND DECLARATION OF TRUST OF THE

AMERICA'S FAMILY DEFINED BENEFIT RETIREMENT FUND

Table of Contents

AMENDED AND RESTATED
AGREEMENT AND DECLARATION OF TRUST OF THE
AMERICA'S FAMILY DEFINED BENEFIT RETIREMENT FUND

This Amended and Restated Agreement and Declaration of Trust is effective as of the date executed.

W I T N E S S E T H:

WHEREAS, the America's Family Defined Benefit Retirement Plan (the "**Plan**"), previously known as the Local 55 UAW Area Wide Retirement Income Plan, was adopted as of December 3, 1968; and

WHEREAS, the Plan's assets have been held in trust by a Board of Trustees for the exclusive benefit of participants in the Plan and their beneficiaries under an Agreement and Declaration of Trust between Local 55 UAW and certain contributing employers to the Plan originally adopted December 3, 1968; and

WHEREAS, the Agreement and Declaration of Trust was amended and restated as of July 30, 1985, and has since been amended several times (the "**1985 Trust Agreement**"); and

WHEREAS, under a 2025 Agreement for Appointment of Independent Trustee (the "**Independent Trusteeship Agreement**"), all then-serving members of the Board of Trustees resigned, and a single Trustee was appointed as an independent fiduciary of the Plan and as "named fiduciary" of the Plan under 29 U.S.C. § 1102(a) ("**Independent Trustee**"); and

WHEREAS, the Independent Trustee desires to amend and restate the 1985 Trust Agreement to integrate certain amendments and to ensure clarity and consistency with applicable law, with the Plan's governance structure under the Independent Trusteeship Agreement, and with the restatement of the written instrument governing the Plan effective January 1, 2025; and

WHEREAS, under Article XII of the 1985 Trust Agreement, said Agreement may be amended by majority vote of the Trustees, except to (1) divert any part of the Fund to a purpose not set forth in Article III of the 1985 Trust Agreement, (2) alter the objectives of the 1985 Trust Agreement set forth in Article III thereof, or (3) cause the number of Employer Trustees and Union Trustees to be unequal; and

WHEREAS, the Independent Trustee's decision to amend and restate the 1985 Trust Agreement is consistent with Article XII of the 1985 Trust Agreement; and

WHEREAS, this Amended and Restated Agreement and Declaration of Trust neither (1) diverts any part of the Fund to a purpose not set forth in Article III of the 1985 Trust Agreement, nor (2) alters the objectives of the 1985 Trust Agreement set forth in Article III thereof, nor (3) causes the number of Employer Trustees and Union Trustees to be unequal;

NOW THEREFORE, the 1985 Trust Agreement is amended and restated, and all assets held in trust thereunder shall hereafter be held in trust in accordance with the following:

ARTICLE I
Definitions

The following terms shall have the meanings stated. Certain terms are defined elsewhere in this Agreement.

"Administrative Manager" means the person or entity designated by the Trustee to administer the Plan on behalf of the Trustee consistent with Article IV of this Agreement.

"Agreement" means this Amended and Restated Agreement and Declaration of Trust, as amended from time to time.

"**America's Family Defined Benefit Retirement Fund"** means both (1) the trust declared and governed by this Agreement and (2) all property held in trust hereunder.

"Beneficiary" has the meaning specified in the Plan Document.

"Code" means the Internal Revenue Code of 1986, as amended from time to time.

"Collective Bargaining Agreement" means any agreement or agreements in force and effect between a Union and any Employer, that requires the payment of periodic contributions by the Employer, on behalf of Employees, to the Fund.

"Contribution" means money paid or payable to the Fund by an Employer under a Collective Bargaining Agreement or a Participation Agreement.

"Employee" means an individual who is employed in covered employment under the provisions of a Collective Bargaining Agreement, or whose Employer has executed a Participation Agreement with the Fund. The term "Employee" shall also be deemed to be an individual who is employed by the Fund or one of the Unions, and any other individual on behalf of whom the Trustee agrees that Contributions may be accepted, who is not covered by a Collective Bargaining Agreement or Participation Agreement, but respecting whom the basis of contributions is set forth in a writing consistent with section 302 of the Labor Management Relations Act.

"Employer" means an employer who has duly executed a Collective Bargaining Agreement providing for the payment of Contributions by the employer to the Fund, or who has entered into a Participation Agreement. The term "Employer" also includes the Fund itself, its related Welfare and 401(k) Funds, and Amalgamated Locals 55 and 936, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW).

"ERISA" means the Employee Retirement Income Security Act of 1974, as amended from time to time.

“Fund” means the America’s Family Defined Benefit Retirement Fund.

“Independent Trustee” means Benjamin M. Eisner, Esquire, during the duration of his trusteeship of the Fund, and each successor qualified and appointed under Section 2 of Article III of this Agreement.

“Participant” has the meaning specified in the Plan Document.

“Participation Agreement” means a written agreement in form and content acceptable to the Trustee that evidences the obligation of the signatory thereto to be bound by this Agreement, the Plan, and the actions of the Board, and to make Contributions to the Fund.

“Plan” means the America’s Family Defined Benefit Retirement Plan.

“Plan Document” means the written instrument governing the Plan, as amended from time to time.

“Trustee” means a person serving as trustee of the Fund under this Agreement.

“Unions” means Amalgamated Local 55, UAW, Local 936 UAW, and any other labor organization that, with the consent of the Trustee, enters into a Collective Bargaining Agreement with an Employer that requires the Employer to make Contributions to the Fund on behalf of its employees.

ARTICLE II
Trust

1. **Assets in Trust.** There is hereby declared an irrevocable trust under ERISA and the laws of the State of New York to be known as the “America’s Family Defined Benefit Retirement Fund,” whose Trustee is entrusted with the assets of the America’s Family Defined Benefit Retirement Plan for the exclusive purpose of providing benefits in accordance with the Plan to the Plan’s Participants and their Beneficiaries, and paying the reasonable expenses of the Fund.

2. **Deposit of Assets.** The Trustee shall deposit all monies received by him on behalf of the Fund in such bank or banks as they may designate; provided, however, that no bank shall be selected as a depository of funds of the Fund which is not a member of the Federal Deposit Insurance Corporation. Things of value other than money shall be kept in an appropriate depository selected by the Trustee.

3. **Withdrawal of Assets.** Money and other things of value of the Fund may be withdrawn from any depository upon the signature of the Trustee, or, as authorized by the Trustee, by the individual action of the Administrator Manager.

4. **Rights in Fund.** No Employer nor the Unions shall have any vested rights in the Fund and no assets shall ever inure to their benefit, provided, however, that Contributions may be returned to an Employer as provided in Section 403(c) of ERISA. No Participant or any person claiming by

or through such Participant, including his or her family, dependents, Beneficiary and/or legal representative shall have any vested right, title or interest in or to the Fund or any part thereof, except as shall be determined by the Trustee or expressly provided in the Plan Document, or by applicable law.

5. Termination. This Agreement and the Fund may be terminated by the Trustee, by an instrument in writing at any time, subject to the Collective Bargaining Agreements and applicable law. Upon termination, the assets of the Fund shall be allocated in accordance with the applicable law and the provisions of the Plan Document, or in the absence of such provisions in the Plan Document, then in accordance with the Trustee's determination and applicable law. In no event shall any assets of the Fund revert to any Employer or to the Unions.

6. Assignments. No Participant nor Beneficiary shall have the right to assign any benefit or payment to which they may be entitled, or may become entitled to hereunder, and any such assignment is void, nor shall any benefit or payment be subject to attachment or other legal process for or against such a Participant or Beneficiary except as provided by applicable law and under the provisions of this Agreement and the Plan Document.

ARTICLE III
Trustee

1. Control and Management. The exclusive authority to control and manage the operation and administration of the Plan shall be exercised by the duly appointed Independent Trustee.

2. Qualification and Appointment. A person may serve as Independent Trustee only if they have no personal interest in, and do not represent, any Employer or Union. An Independent Trustee may be appointed by agreement with the Pension Benefit Guaranty Corporation under 29 U.S.C. § 1342(b)(3), or by court order under 29 U.S.C. § 1342(b)(2), To become Trustee, a person must execute a written instrument evidencing acceptance of their appointment. agree to accept the trusteeships and responsibilities, and agree to control and manage the Plan for the uses and purposes hereinbefore set forth. Any Trustee shall, immediately upon appointment as Trustee, and upon acceptance of his appointment in writing, become vested with all the property, writings, powers and duties of a Trustee hereunder.

3. Trustee. Effective June 13, 2025, there shall be a single Trustee of the Fund, who shall be an Independent Trustee. As of the execution date of this Agreement, Benjamin M. Eisner, Esquire, is the Independent Trustee, having been appointed under the Independent Trusteeship Agreement referred to above and having accepted his appointment and responsibilities as reflected in that Agreement.

4. Duration of Trusteeship. The Trustee shall continue to serve until death, incapacity, resignation, or removal.

5. Resignation. The Independent Trustee shall provide the Pension Guarantee Corporation at least ninety (90) days advance written notice of his resignation as Trustee, except in the case of incapacity to serve as Trustee.

6. Appointment Upon Vacancy. If the Independent Trustee dies, becomes incapacitated, resigns, or is removed, a successor Independent Trustee shall be appointed by one of the methods specified in Section 2 of this Article. In no event does the Independent Trustee have an obligation to find or effect the appointment of a successor Trustee.

7. Compensation and Expenses. The reasonable fees and expenses of the Trustee shall be paid by the Fund.

ARTICLE IV
Powers and Duties of Trustee

1. Authority and Responsibility. The Trustee shall have the exclusive authority and responsibility to control and manage the operation of the Fund and Plan for the purposes hereinbefore set forth, and may do all acts and take any and all other action whether or not authorized herein that he deem necessary or proper to carry out such purposes; provided, however, that:

(a) The Trustee may delegate certain parts of said authority as herein set forth, and shall be relieved of responsibility thereto to the maximum extent allowed by law.

(b) The Trustee shall administer the Fund for the exclusive benefit of the Participants and Beneficiaries and shall discharge their duties, solely in the interest of those entitled to benefits under the Plan, and with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent man acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims.

2. Delegation of Authority. The Trustee may delegate authority and responsibility, including, but not limited to, the following:

a) Administrative Manager: The Trustee shall appoint an Administrative Manager who, within the guidelines established by the Trustee, shall be responsible for the day-to-day operation of the Plan.

b) Custodians: The Trustee may delegate custody of all or a portion of the Fund. The custodian shall hold Fund assets as directed in writing by the Trustee.

c) Investment Managers & Advisors: The Trustee may retain an investment manager or advisors, whether a bank, trust company, corporation, or individual, to counsel and advise the Trustee in all matters relating to investments and reinvestments, and to manage sch investments, The

Trustee, as named fiduciary of the Fund under 29 U.S.C. § 1102(a), may enter into a contract with an investment manager as defined by Section 3(38) of ERISA, in the manner consonant with said Section 3(38), for the professional management of the Fund.

d) The Trustee may, in his discretion, make such other delegations of authority as may be appropriate.

3. **Scope of Authority.** The powers of the Trustee shall include, but not be limited to, the following:

(a) The Trustee shall have full authority to determine all questions of coverage and eligibility for pensions and other benefits and to make the final decision with respect to claims for benefits, to construe and interpret the provisions of the Restated Agreement and Declaration of Trust and of the Plan Document, to make factual determinations, and any construction and interpretation so determined shall be binding upon all persons or parties concerned, and shall be given maximum deference allowed by law.

(b) The Trustee is authorized to pay for and provide for the payment of all reasonable expenses that may be incurred in connection with the operation of the Plan, such as, but not necessarily limited to, expenses for the employment of such administrative, clerical, custodial, legal, actuarial, expert and other consulting services, assistance or employees, the purchase or lease of premises to be used and occupied by the Fund, the expenses of any Trustee meeting, the purchase or lease of such materials, supplies and equipment as the Trustee, in his discretion, find necessary or appropriate in the exercising of his rights and duties as Trustee, and the costs of collections or any arbitration or legal proceeding, if required.

(c) The Trustee may employ one or more persons to render advice with respect to any fiduciary responsibility they may have under the Plan, and in connection therewith to employ such legal counsel, actuaries, accountants, and other persons they deem necessary for the proper administration of the Plan and compliance with existing law, and to pay the expenses so involved.

(d) The Trustee, shall have the power to demand, receive, collect, sue for, receive and hold all Contributions or any other claim of the Plan, and is authorized to take any and all steps as may be necessary or appropriate to effectuate the collections from Employers of Contributions and other sums due to the Plan, to require advance payments or other security for Contributions, to charge to and recover from Employers any legal fees which may be incurred, and to assess interest charges and liquidated damages for delinquent payments. The Trustee has the power and authority to pay and provide for the payment of all reasonable and necessary expenses of collecting Contributions. The Trustee may take any action necessary to enforce payment of Contributions due, including proceedings at law or equity, or they may, for good reason, in his sole discretion refrain from taking any such action.

(e) The Trustee shall have the power to require each Employer to furnish appropriate information to establish that such Employer is making full payment to the Fund of the required Contributions. The Employers shall furnish to the Trustee all the necessary and appropriate records or other information available to them which the Trustee may require in connection with the sound and efficient operation of the Plan.

(f) The receipt given by the Trustee, or any person acting with their specific authority, for any monies or other things of value, shall effectively discharge the person or persons paying or transferring the same, and such person or persons shall not be bound to see the application of such monies or other things of value or be answerable for the loss or misapplication thereof.

(g) The Trustee, and all persons acting in a fiduciary capacity to the Fund and all employees of the Fund shall be bonded in amounts at least meeting the minimum requirements of ERISA.

(h) The Trustee is authorized to purchase and pay for such bonds as are required by law, together with such additional bonding or insurance coverage, including fiduciary liability insurance, as the Trustee may determine, for the Trustee, and for employees of the Plan, as applicable.

(i) The Trustee is authorized to prosecute, defend, compromise, arbitrate, settle, abandon, adjust or release any suit or legal proceeding, claim, damage or undertaking due or owing from or to the Plan.

(j) The Trustee shall be entitled to act upon any instrument, certificate or paper believed by the Trustee to be genuine and to be signed or presented by the proper person or persons, and shall be under no duty to make any investigation or inquiry as to any statement or information contained in such writing, but may accept the same as conclusive evidence of the truth and accuracy of the statements and information therein contained.

(k) The Trustee may do all other acts and take any and all other action whether or not expressly authorized herein which the Trustees deem necessary or proper for the protection of the property held hereunder and for the effectuation and administration of the pension program, provided the same is not inconsistent herewith.

(l) To invest and reinvest all or part of the principal and income of the Fund and keep the same invested, without distinction between principal and income, as the Trustee shall determine, in such securities or in such property, real or personal, or share or part thereof, or part interest therein, wherever situated, as the Trustee shall deem advisable, including governmental, corporate, or personal obligations, shares of stock, common or preferred, whether or not listed on any exchange, participations in mutual investment funds, bonds, and mortgages, and other evidences of indebtedness or ownership, including stocks, bonds, or other obligations, secured by personal property and participation in any common trust fund or pooled investment of fiduciary funds by a bank or trust company supervised by a state or federal agency or the Fund's investment advisor. To the extent required by federal law, if the Trustee invests in a common or pooled trust fund, the declaration of trust governing such trust fund is adopted as part of this Agreement, consistent with the terms of the agreement adopting such trust. Investments and reinvestments may be made in such investments as would be made by a person with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in like capacity and familiar with such matters would use in the conduct of an enterprise of like character and with like aims.

(m) To sell, convey, transfer, exchange, partition, lease for any term, mortgage, pledge, or otherwise dispose of any and all property, real or personal, or to grant options with respect to any property held by the Trustee. Any sale, option, or other disposition of property may be at such time and on such terms as the Trustee sees fit. Any sale, option, or other disposition of property may be made for cash or upon credit, or partly in cash and partly on credit. No person dealing with the Trustee shall be bound to see to the application of the purchase money or to inquire into the validity, expedience, or propriety of any such sale, option, or other disposition.

(n) To receive, hold, manage, invest, reinvest, improve, repair, and control all monies and property, real or personal, at any time forming part of the Fund.

(o) To purchase and sell contracts or other properties through such broker or brokers as the Trustee may choose.

(p) To vote or refrain from voting upon any stocks, bonds, or other securities; to give general or special proxies or powers of attorneys with or without power of substitution; to appoint one or more individuals or corporations as voting Trustee under voting trust agreements and, pursuant to such voting agreements, to delegate to such voting Trustee discretion to vote; to exercise any conversion privileges, subscription rights, or other options, and to make any payments incidental thereto; to oppose, or to consent to, or otherwise participate in, corporate reorganizations or other changes affecting corporate securities, and to pay any assessments or charges in connection therewith; and generally to exercise any of the powers of an owner with respect to property held as part of the Fund.

(q) To cause any securities or other property to be registered in the name of the Fund, the Trustee, a custodian, or in the name of a nominee, designating the same as Fund property, and to hold any investments in bearer form or otherwise in such form that title passes by delivery, but the books and records of the Trustee shall at all times show that all such investments are part of the Fund.

(r) To deposit any funds received by the Fund in such bank or banks or savings institutions as the Trustee may designate for that purpose; provided, however, that the depository bank or banks or savings institution shall be members of or insured by the Federal Deposit Insurance Corporation or Federal Savings and Loan Insurance Corporation. Such deposits may be made in interest-bearing or non-interest-bearing accounts. The withdrawing of funds from the designated depository bank or banks or savings institutions shall be made by check or other withdrawal form signed manually or by facsimile by the Trustee, except that the Trustee may delegate authority to sign checks and withdrawal forms to the Administrative Manager.

(s) To reserve and keep unproductive such amount of the Fund as the Trustee may determine to be advisable, without liability for interest on such amounts.

(t) To enter into agreements with insurance companies, banks, or other qualified organizations, selected by the Trustee for the purpose of providing benefits under the Plan, and to terminate such agreements.

(u) To enter into such agreements with trustees of any other pension plans that the Trustee deems to be in the best interest of the Fund, including agreements to merge the Fund with another pension fund.

ARTICLE V
Trustee Procedures

1. Meetings. The Trustee shall hold regular meetings, no less frequently than quarterly, at such times and places as the Trustee determines. Meetings may be held in person or by telephone or other means as determined by the Trustee and minutes shall be kept of all Trustee meetings.

2. Quorum. The Trustee’s presence at a meeting constitutes a quorum.

3. Minutes. The Trustee shall keep minutes of all their meetings.

4. Accounts and Audits. The Trustee shall cause to be kept true and accurate books of account and records of all transactions involving the Fund, which shall be audited annually by certified public accountants selected by the Trustee, or more often if so determined by the Trustee.

5. Action without a Meeting. The Trustee may act without a meeting, as determined by the Trustee

ARTICLE VI
Amendments and Merger

The Trustee is authorized to amend or modify this Agreement and Declaration of Trust and the Plan Document established hereunder, in writing at any time; provided, however that no amendment or modification shall alter the purpose of the Fund as stated in Article II, or shall divert the Fund to any other purpose.

This Fund may be merged with, or transfer assets and/or liabilities to, or receive from, a similar plan, trust, or trust fund by the Trustee, provided that such merger or transfer does not result in the loss of tax-exempt status of the Fund.

ARTICLE VII
Liability of Trustee/Payment of Expenses

1. Liability. The Trustee shall not be held personally liable for any liability or debts contracted by him as Trustee, or for any actions or failure to act as Trustee, to the fullest extent allowed under ERISA. The Trustee shall not be liable for the proper application of any part of the Fund or for any other liability arising in connection with the administration or operation of the Fund, except as herein specifically provided to the fullest extent allowed under ERISA.

2. Hold Harmless. The Fund shall hold the Trustee harmless for the Trustee's acts as Trustee to the fullest extent allowed under ERISA, to the extent they are not covered by insurance, or indemnified by their employer or appointing entity. This right of indemnification shall survive each Trustee's period of service to the Trust for acts or omissions that occurred during said period of service.

3. Counsel. The Trustee may designate legal counsel for the Fund and shall be fully protected in acting and relying upon the advice of such legal counsel in the administration or application of the Fund, to the fullest extent allowed under ERISA.

4. Judicial Intervention. The Trustee may seek protection by any act or proceeding that they may deem necessary in order to settle their accounts; the Trustee may obtain a judicial determination or declaratory judgment as to any question of construction of the Agreement or Plan, or as to any act thereunder.

5. Expenses. The costs and expenses of any action, suit or proceeding brought by or against the Trustee, which costs and expenses shall include counsel fees, shall be paid or reimbursed by the Fund to the extent not covered by insurance. Such payment or reimbursement shall be to the fullest extent allowed by law except that the Trust may not reimburse Trustee for expenses covered by insurance.

6. **Reliance on Documents.** The Trustee shall be protected in acting in good faith upon any paper or document believed by the Trustee to be genuine and believed to have been made, executed or delivered. The Trustee shall not be bound by any notice, declaration, regulation, advice or request unless and until it shall have been received by the Trustee.

7. **Action of Trustee.** No person, partnership, corporation or association dealing with the Trustee shall be obligated to see to the application of any funds or property of the Trust or to see that the terms of this Agreement or the Plan have been complied with or be obligated to inquire into the necessity or expedience of any act of the Trustee; and every instrument effected by the Trustees shall be conclusive in favor of any person, partnership, corporation or association relying thereon that: (a) at the time of delivery of said instrument, this Agreement was in full force and effect, (b) the said instrument was effected in accordance with the terms and conditions of this Agreement and the Plan, and (c) the Trustee was duly authorized to execute such instrument.

ARTICLE VIII
Contributions

1. The Trustee shall have the power to make rules establishing procedures for the collection of delinquent Contributions.

2. The Trustee shall have the power to make rules establishing procedures for the collection of delinquent Contributions. Each Employer shall timely make all Contributions required under each Collective Bargaining Agreement and Participation Agreement to which they are party, in accordance with this Agreement, the Plan Document, and policies, rules, and regulations adopted by the Trustee.

(a) If the applicable Collective Bargaining Agreement or Participation Agreement does not specify the date that Contributions are due to the Fund, Contributions must be made no later than the tenth day of the month following the month in which the work was performed for which the Contributions are owed.

(b) An Employer that fails to timely pay Contributions becomes liable to the Fund for interest, liquidated damages, attorney's fees and costs, and other amounts specified in the Fund's policies, rules, and regulations regarding delinquent contributions, and for any other amount specified in the applicable Collective Bargaining Agreement or Participation Agreement.

3. Contributions required under a Collective Bargaining Agreement or Participation Agreement must continue to be paid for as long as the Employer is obligated by such agreement. Upon the expiration of a Collective Bargaining Agreement, an Employer shall continue to timely make all Contributions until no longer required to do so pursuant to an obligation arising under the National Labor Relations Act.

4. The Trustee may compel and enforce the payment of Contributions due in any manner which the Trustee may deem proper, subject to any policies, rules, and regulations adopted by the Trustee for collection of delinquent Contributions. However, the Trustee shall not be required to enforce Contribution payment obligations if it would involve expenses greater than amounts the Fund is expected to recover.

5. The Trustee may enforce an Employer's Contribution obligation in a United States District Court.

6. Each Employer shall promptly furnish to the Trustee on demand, all records relating to such Employer's Employees determined by the Trustee to be needed to determine that appropriate Contributions are being made to the Fund. If an Employer refuses to provide such records, the Trustee may file a lawsuit in federal court to compel a payroll audit, and the Employer will be liable for the attorneys' fees and costs of the suit.

7. The Trustee shall have authority to retain accountants to perform payroll audits of Employers to determine whether the correct amount of Contributions has been made, or may accept the results of audits performed by the Employers' independent certified public accountants

8. The obligations assumed by each Employer hereunder shall be binding upon such Employer's successors and assigns.

9. The Trustee may take any action necessary to enforce payment of the Contributions, including, but not limited to, instituting proceedings at law or equity, the Trustee may, for good reason, in the Trustee's sole discretion, refrain from taking any such action.

10. Nonpayment by an Employer of any Contributions when due shall not relieve any other Employer from the obligation to make Contributions.

11. An Employer that does not pay Contributions when due shall be obligated to pay all of the following in addition to any amounts required under the terms of an applicable Collective Bargaining Agreement or Participation Agreement:

(a) The unpaid Contributions;

(b) Interest on the unpaid Contributions at such rates as the Trustee may fix from time to time or in particular cases;

i. An amount equal to the greater of –

i)Interest on unpaid Contributions at the rate specified above; or

ii)Liquidated damages of twenty percent (20%) of the amount of the unpaid contribution;

(c) Reasonable fees and all costs (including but not limited to attorneys' and accountants' fees) incurred shall be due to the Fund from the delinquent Employer, including but not limited to, payroll audit fees incurred to verify that Contributions are properly made and reported to the Fund, any other fees incurred in determining, discovering and collecting Contributions from the Employer, arbitration fees, filing fees, fees for service of process, travel, copying charges, postage, expert fees, and such other costs to determine, discover and collect any of the amounts described in (a) through (c);

(d) Such other amounts as a court may award in any situation in which the Fund institutes judicial proceedings to collect delinquent Contributions.

12. The Trustee may require a bond or cash deposit as security for prompt future payments of Contributions if an Employer is, in the sole discretion of the Trustee, habitually delinquent in paying contributions to the Fund.

13. Mistaken Contributions. In the event the Employer makes a Contribution by mistake of fact or law or makes a Contribution in excess of that required by mistake of fact or law, the Plan may reimburse the Employer within six months after the Trustee determines that a mistake occurred in accordance with the Plan's policy regarding Mistaken Contributions described in Section 3 of the Plan's Payroll Audit Policy.

ARTICLE X
Miscellaneous

1. Governing Law. This Agreement and Declaration of Trust is executed and is accepted by the Trustee in the State of New York, and subject to the preemptive provisions of ERISA, shall be interpreted and governed in accordance with the laws of the State of New York.

2. Place of Business. The place of business and administration of the Plan shall be determined by the Trustee. Any written communication to the Trustee shall be deemed properly addressed if addressed to the office of the Plan.

3. Notices. Notices required to be given under this Agreement shall be deemed received three business days after the postmark date or the date of actual receipt, if earlier.

4. Service of Process. The agent for service of process on the Plan or the Trustee shall be the person or persons designated in the Summary Plan Description that describes the Plan.

5. Duration of Trust. This Agreement and Declaration of Trust and the Trust created hereby shall continue until terminated as provided herein.

6. Incorporation. All rules, regulations, provisions, and requirements established or promulgated by the Trustee pursuant to the terms of this Agreement shall be deemed incorporated in and made a part of this Agreement and shall be binding upon the parties hereto with the same force and effect as if herein originally contained.

7. Multiemployer Plan. It is the intent that this Agreement and the Plan, to the extent permitted by applicable law, be administered and operated as a multiemployer plan.

8. Approval of Participation of Additional Employers. An Employer that is signatory to a Collective Bargaining Agreement or Participation Agreement requiring Contributions to the Fund may be accepted for participation in the Fund, if in the absolute discretion of the Trustee, such participation will not be detrimental to the actuarial soundness of the Fund.

9. Severability. In the event that any provisions of this Agreement or the Plan shall be held illegal or invalid for any reason, said illegality or invalidity shall not affect the remaining provisions of this Agreement and the Plan. The provisions held illegal or invalid shall be fully severable and the Agreement and the Plan shall be construed and enforced as if said illegal or invalid provisions had never been inserted.

10. Headings. Headings in this Agreement have been included for convenience only and shall not be construed as adding or detracting from any provision in the text of the Agreement.

IN WITNESS WHEREOF, the undersigned Independent Trustee of the Fund has executed this Agreement on the date indicated.

____
Benjamin M. Eisner, Independent Trustee

July 17, 2026
____
Date