

Form 5500-SF Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Short Form Annual Return/Report of Small Employee Benefit Plan This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500-SF.	OMB Nos. 1210-0110 1210-0089 2017 This Form is Open to Public Inspection
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Part I Annual Report Identification Information			
For calendar plan year 2017 or fiscal plan year beginning <u>01/01/2017</u> and ending <u>12/31/2017</u>			
A This return/report is for:	☒ a single-employer plan	☐ a multiple-employer plan (not multiemployer) (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)	
	☐ a one-participant plan	☐ a foreign plan	
B This return/report is	☐ the first return/report	☐ the final return/report	
	☐ an amended return/report	☐ a short plan year return/report (less than 12 months)	
C Check box if filing under:	☒ Form 5558	☐ automatic extension	☐ DFVC program
	☐ special extension (enter description)		

Part II Basic Plan Information —enter all requested information			
1a Name of plan <u>LEDVANCE LLC PENSION PLAN FOR PUERTO RICO SALARIED EMPLOYEES</u>	1b Three-digit plan number (PN) ▶	<u>021</u>	
	1c Effective date of plan	<u>01/29/1993</u>	
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>LEDVANCE LLC</u> <u>PO BOX 364384</u> <u>SAN JUAN, PR 00936-4384</u>	2b Employer Identification Number (EIN)	<u>81-0887998</u>	
	2c Sponsor's telephone number	<u>978-753-5000</u>	
	2d Business code (see instructions)	<u>551112</u>	
3a Plan administrator's name and address ☐ Same as Plan Sponsor. <u>BENEFITS ADMIN COMMITTEE AND INVEST COMMITTEE OF LEDVANCE LLC</u> <u>200 BALLARDVALE STREET</u> <u>WILMINGTON, MA 01887-1074</u>	3b Administrator's EIN	<u>81-0887998</u>	
	3c Administrator's telephone number	<u>978-753-5000</u>	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report. a Sponsor's name c Plan Name <u>LEDVANCE LLC PUERTO RICO CORPORATION PENSION PLAN FOR SALARIED EES</u>	4b EIN	<u>81-0887998</u>	
	4d PN	<u>021</u>	
5a Total number of participants at the beginning of the plan year	5a	<u>70</u>	
b Total number of participants at the end of the plan year	5b	<u>70</u>	
c Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	5c		
d(1) Total number of active participants at the beginning of the plan year	5d(1)	<u>9</u>	
d(2) Total number of active participants at the end of the plan year	5d(2)	<u>8</u>	
e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	5e	<u>0</u>	

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/24/2018	ANDREW MARTIN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/01/2018	NICOLE VIENT
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) ☒ Yes ☐ No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) ☒ Yes ☐ No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.**
- c** If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? ☐ Yes ☒ No ☐ Not determined
- If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year (See instructions.)

Part III Financial Information

7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	6224399	6846313
b Total plan liabilities	7b	15729	16185
c Net plan assets (subtract line 7b from line 7a)	7c	6208670	6830128
8 Income, Expenses, and Transfers for this Plan Year		(a) Amount	(b) Total
a Contributions received or receivable from:			
(1) Employers	8a(1)		
(2) Participants	8a(2)		
(3) Others (including rollovers)	8a(3)		
b Other income (loss)	8b	934776	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		934776
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	248164	
e Certain deemed and/or corrective distributions (see instructions)	8e		
f Administrative service providers (salaries, fees, commissions)	8f	65154	
g Other expenses	8g		
h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		313318
i Net income (loss) (subtract line 8h from line 8c)	8i		621458
j Transfers to (from) the plan (see instructions)	8j		

Part IV Plan Characteristics

- 9a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
1A 3C 3F 3H
- b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

Part V Compliance Questions

10 During the plan year:		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program)	10a		X	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)	10b		X	
c Was the plan covered by a fidelity bond?	10c	X		500000
d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	10d		X	
e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.)	10e		X	
f Has the plan failed to provide any benefit when due under the plan?	10f		X	
g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.)	10g		X	
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	10h		X	
i If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	10i			

Part VI Pension Funding Compliance

11 Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and line 11a below) ☒ Yes ☐ No

11a Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 **11a** 0

12 Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? ☐ Yes ☒ No
(If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.)

a If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, and enter the date of the letter ruling granting the waiver. Month Day Year

If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.

b Enter the minimum required contribution for this plan year **12b**

c Enter the amount contributed by the employer to the plan for this plan year **12c**

d Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount) **12d**

e Will the minimum funding amount reported on line 12d be met by the funding deadline? ☐ Yes ☐ No ☐ N/A

Part VII Plan Terminations and Transfers of Assets

13a Has a resolution to terminate the plan been adopted in any plan year? ☐ Yes ☒ No

If "Yes," enter the amount of any plan assets that reverted to the employer this year **13a**

b Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? ☐ Yes ☒ No

c If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

13c(1) Name of plan(s):	13c(2) EIN(s)	13c(3) PN(s)

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2017</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2017 or fiscal plan year beginning 01/01/2017 and ending 12/31/2017

Round off amounts to nearest dollar.
Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan LEDVANCE LLC PENSION PLAN FOR PUERTO RICO SALARIED EMPLOYEES	B Three-digit plan number (PN) 021
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF LEDVANCE LLC	D Employer Identification Number (EIN) 81-0887998

E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500
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Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2017			
2 Assets:			
a Market value	2a	6224399	
b Actuarial value	2b	6224399	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	30	2879320	2879320
b For terminated vested participants	32	1064857	1064857
c For active participants	8	915747	934926
d Total	70	4859924	4879103
4 If the plan is in at-risk status, check the box and complete lines (a) and (b).			
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate	5	5.89 %	
6 Target normal cost	6	96880	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

<div>SIGN HERE</div>	<div>09/10/2018</div> <div>Date</div> <div>17-05002</div> <div>Most recent enrollment number</div> <div>202-223-0673</div> <div>Telephone number (including area code)</div>
<div>Signature of actuary</div> <div>KEITH T. SARTAIN</div> <div>Type or print name of actuary</div> <div>AON CONSULTING, INC.</div> <div>Firm name</div> <div>1120 20TH STREET NW, SUITE 600 WASHINGTON, DC 20036</div> <div>Address of the firm</div>	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	1164391
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	1164391
10 Interest on line 9 using prior year's actual return of <u>9.68</u> %	0	112713
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		29581
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>6.08</u> %		1799
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		31380
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	1277104

Part III Funding Percentages

14 Funding target attainment percentage	14	101.39%
15 Adjusted funding target attainment percentage	15	127.57%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	100.00%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 4.16 %	2nd segment: 5.72 %	3rd segment: 6.48 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 0
22 Weighted average retirement age.....				22 63
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment	☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6)	31a	96880	
b Excess assets, if applicable, but not greater than line 31a	31b	68192	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment.....	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	28688	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	0	28688	28688
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years.....	40	0	

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:			
a Schedule elected	☐ 2 plus 7 years ☐ 15 years		
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011		
42 Amount of acceleration adjustment	42		
43 Excess installment acceleration amount to be carried over to future plan years	43		

Schedule SB Attachment (Form 5500)—2017 Plan Year
LEDVANCE LLC Pension Plan for Puerto Rico Salaried Employees
EIN: 81-0887998 PN: 021

Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a)	(b)	(c)	(d)
Age	Rate	Weight	Product (a) × (b) × (c)
55.5	2.00%	1.0000	1.11
56.5	2.00%	0.9800	1.11
57.5	2.00%	0.9604	1.10
58.5	2.00%	0.9412	1.10
59.5	2.00%	0.9224	1.10
60.5	5.00%	0.9039	2.73
61.5	5.00%	0.8587	2.64
62.5	30.00%	0.8158	15.30
63.5	25.00%	0.5711	9.07
64.5	25.00%	0.4283	6.91
65	100.00%	0.3212	20.88
Weighted Average			63.05

Schedule SB Attachment (Form 5500)—2017 Plan Year
LEDVANCE LLC Pension Plan for Puerto Rico Salaried Employees
EIN: 81-0887998 PN: 021

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2017

Attained Age	Number of Participants Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34			1							
35-39										
40-44										
45-49			1		1		1			
50-54					1		1			
55-59										
60-64								2		
65-69										
70+										

N-8

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information <small>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</small> ► File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2017 This Form is Open to Public Inspection
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For calendar plan year 2017 or fiscal plan year beginning 01/01/2017 and ending 12/31/2017

► **Round off amounts to nearest dollar.**

► **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan LEDVANCE LLC PENSION PLAN FOR PUERTO RICO SALARIED EMPLOYEES	B Three-digit plan number (PN) ►	021
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF LEDVANCE LLC		
D Employer Identification Number (EIN) 81-0887998		

E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500
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Part I Basic Information				
1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2017</u>			
2	Assets:			
	a Market value.....	2a		6,224,399
	b Actuarial value	2b		6,224,399
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
	a For retired participants and beneficiaries receiving payment	30	2,879,320	2,879,320
	b For terminated vested participants	32	1,064,857	1,064,857
	c For active participants	8	915,747	934,926
	d Total	70	4,859,924	4,879,103
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
	a Funding target disregarding prescribed at-risk assumptions	4a		
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate.....	5		5.89%
6	Target normal cost	6		96,880

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	KEITH T. SARTAIN	09/10/2018 Date
	Signature of actuary	1705002 Date
	Type or print name of actuary	Most recent enrollment number
	AON CONSULTING, INC.	202-223-0673
	Firm name	Telephone number (including area code)
	1120 20TH STREET NW, SUITE 600	
	WASHINGTON DC 20036	
	Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

Part II	Beginning of Year Carryover and Prefunding Balances
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	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year).....	0	1,164,391
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8).....	0	1,164,391
10 Interest on line 9 using prior year's actual return of <u>9.68%</u>	0	112,713
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year).....		29,581
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>6.08%</u>		1,799
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return.....		0
c Total available at beginning of current plan year to add to prefunding balance		31,380
d Portion of (c) to be added to prefunding balance.....		0
12 Other reductions in balances due to elections or deemed elections.....	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12).....	0	1,277,104

Part III	Funding Percentages
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14	Funding target attainment percentage	14	101.39%
15	Adjusted funding target attainment percentage	15	127.57%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	100.00%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV	Contributions and Liquidity Shortfalls
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18 Contributions made to the plan for the plan year by employer(s) and employee(s):

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a	Contributions allocated toward unpaid minimum required contributions from prior years.....	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date.....	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year?..... Yes ☐ No ☒

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 4.16 %	2nd segment: 5.72 %	3rd segment: 6.48 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 0
22 Weighted average retirement age				22 63
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6)	31a	96,880	
b Excess assets, if applicable, but not greater than line 31a	31b	68,192	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment.....	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	28,688	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	0	28,688	28,688
36 Additional cash requirement (line 34 minus line 35).....	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:	
a Schedule elected	☐ 2 plus 7 years ☐ 15 years
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011
42 Amount of acceleration adjustment	42
43 Excess installment acceleration amount to be carried over to future plan years	43

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Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	2.00%	1.0000	1.11
56.5	2.00%	0.9800	1.11
57.5	2.00%	0.9604	1.10
58.5	2.00%	0.9412	1.10
59.5	2.00%	0.9224	1.10
60.5	5.00%	0.9039	2.73
61.5	5.00%	0.8587	2.64
62.5	30.00%	0.8158	15.30
63.5	25.00%	0.5711	9.07
64.5	25.00%	0.4283	6.91
65	100.00%	0.3212	20.88
Weighted Average			63.05

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Schedule SB, Part V—Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with no lookback (as of January 2017), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor
1st Segment Rate	4.16%
2nd Segment Rate	5.72%
3rd Segment Rate	6.48%
Interest Rates for Maximum Tax Purposes	Based on segment rates with no lookback (as of January 2017), without regard to interest rate stabilization
1st Segment Rate	1.57%
2nd Segment Rate	3.77%
3rd Segment Rate	4.73%
Salary Increases	
Minimum Funding Target Normal Cost	3.00%
Maximum Tax Expected Benefit Increase	3.00%
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 2.50% per year.
Optional Payment Form Election Percentage	100% Life Annuity.
Retirement Age	
Active Participants	See Table 1
Terminated Vested Participants	Age 65.
Mortality Rates	
Healthy and Disabled	Generational mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(d)
Withdrawal Rates	See Table 2

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Disability Rates	None
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	It is assumed that 80% of males and 80% of females have an eligible spouse, and that males are three years older than their spouses.
Valuation Compensation	2016 Pensionable earnings rolled forward one year with salary increase assumption
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$215,000 and the IRC section 401(a)(17) compensation limit of \$270,000.
Valuation of Plan Assets	Fair market value
Trust Expenses Included in Target Normal Cost	\$60,039. Based on prior year's administrative expenses
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2017

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Table 1

Retirement Rates

<u>Age</u>	<u>Rate</u>
55	2.00%
56	2.00%
57	2.00%
58	2.00%
59	2.00%
60	5.00%
61	5.00%
62	30.00%
63	25.00%
64	25.00%
65+	100.00%

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Withdrawal Rates—Male

Age	Years of Service					
	0	1	2	3	4	5+
20	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
21	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
22	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
23	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
24	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
25	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
26	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
27	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
28	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
29	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
30	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
31	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
32	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
33	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
34	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
35	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
36	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
37	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
38	13.00%	12.00%	11.00%	10.00%	9.00%	8.70%
39	13.00%	12.00%	11.00%	10.00%	9.00%	8.10%
40	13.00%	12.00%	11.00%	10.00%	9.00%	7.70%
41	13.00%	12.00%	11.00%	10.00%	9.00%	7.30%
42	13.00%	12.00%	11.00%	10.00%	9.00%	7.00%
43	13.00%	12.00%	11.00%	10.00%	9.00%	6.70%
44	13.00%	12.00%	11.00%	10.00%	9.00%	6.40%

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Withdrawal Rates—Male

Age	Years of Service					
	0	1	2	3	4	5+
45	13.00%	12.00%	11.00%	10.00%	9.00%	6.10%
46	13.00%	12.00%	11.00%	10.00%	9.00%	5.80%
47	13.00%	12.00%	11.00%	10.00%	9.00%	5.50%
48	13.00%	12.00%	11.00%	10.00%	9.00%	5.20%
49	13.00%	12.00%	11.00%	10.00%	9.00%	4.90%
50	13.00%	12.00%	11.00%	10.00%	9.00%	4.60%
51	13.00%	12.00%	11.00%	10.00%	9.00%	4.20%
52	13.00%	12.00%	11.00%	10.00%	9.00%	3.80%
53	13.00%	12.00%	11.00%	10.00%	9.00%	3.30%
54	13.00%	12.00%	11.00%	10.00%	9.00%	2.90%
55	13.00%	12.00%	11.00%	10.00%	9.00%	2.40%
56	13.00%	12.00%	11.00%	10.00%	9.00%	1.90%
57	13.00%	12.00%	11.00%	10.00%	9.00%	1.40%
58	13.00%	12.00%	11.00%	10.00%	9.00%	1.00%
59+	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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Withdrawal Rates—Female

Age	Years of Service					
	0	1	2	3	4	5+
20	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
21	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
22	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
23	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
24	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
25	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
26	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
27	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
28	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
29	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
30	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
31	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
32	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
33	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
34	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
35	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
36	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
37	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
38	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
39	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
40	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
41	13.00%	12.00%	11.00%	10.00%	9.00%	8.70%
42	13.00%	12.00%	11.00%	10.00%	9.00%	8.40%
43	13.00%	12.00%	11.00%	10.00%	9.00%	8.10%
44	13.00%	12.00%	11.00%	10.00%	9.00%	7.80%

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Withdrawal Rates—Female

Age	Years of Service					
	0	1	2	3	4	5+
45	13.00%	12.00%	11.00%	10.00%	9.00%	7.50%
46	13.00%	12.00%	11.00%	10.00%	9.00%	7.20%
47	13.00%	12.00%	11.00%	10.00%	9.00%	6.90%
48	13.00%	12.00%	11.00%	10.00%	9.00%	6.60%
49	13.00%	12.00%	11.00%	10.00%	9.00%	6.30%
50	13.00%	12.00%	11.00%	10.00%	9.00%	6.00%
51	13.00%	12.00%	11.00%	10.00%	9.00%	5.60%
52	13.00%	12.00%	11.00%	10.00%	9.00%	5.10%
53	13.00%	12.00%	11.00%	10.00%	9.00%	4.70%
54	13.00%	12.00%	11.00%	10.00%	9.00%	4.20%
55	13.00%	12.00%	11.00%	10.00%	9.00%	3.60%
56	13.00%	12.00%	11.00%	10.00%	9.00%	3.10%
57	13.00%	12.00%	11.00%	10.00%	9.00%	2.60%
58	13.00%	12.00%	11.00%	10.00%	9.00%	2.00%
59+	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Schedule SB Attachment (Form 5500)—2017 Plan Year
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Schedule SB, Part V—Summary of Plan Provisions
Plan Provisions

Effective Date	Originally effective January 29, 1993. Amended and restated January 1, 2013. Most recently amended effective as of January 1, 2013 (Third Amendment).
Eligibility	Hire date if a participant on December 31, 1999, or retroactive to hire date (or plan year following date of hire) upon completion of 1,000 hours of service in the 12 month period following the date of hire (or any successive plan year) if hired after December 31, 1999.
Normal Retirement Eligibility	Age 65 and fifth anniversary of participation.
Benefit	The annual pension is 0.9% of average annual compensation (AAC) up to covered compensation plus 1.2% of AAC in excess of covered compensation times credited service.
Early Retirement Eligibility	Age 55 with 15 years of credited service.
Benefit	The annual pension is the accrued benefit payable at age 65, but reduced 3% per year if payments commence before age 65.
Disability Eligibility	Fifteen years of credited service.
Benefit	The accrued benefit is payable at normal retirement date, with an actuarially reduced amount available immediately.
Termination Eligibility	Five years of vesting service.
Benefit	The annual pension is accrued benefit payable at age 65.
Death Benefits Before Retirement	If the member dies after he has a vested right, the spouse receives a pension for life equal to $\frac{1}{2}$ of the joint and 50% survivor benefit that would have been payable at normal retirement if the member had terminated employment on the date of his death. The spouse's pension is payable at the member's normal retirement date.

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After Retirement	The normal form of payment is a life annuity. If the member has a spouse, this normal form is automatically converted to a joint and 50% survivor option unless such conversion is waived.
Employee Contributions	None required or permitted. All prior employee contributions will be refunded.
Definitions	
Average Annual Compensation	Highest average annual compensation in any 60 consecutive months.
Covered Compensation	The average of the maximum Social Security taxable wage bases for an employee attaining age 65 in the year in which the participant terminates or retires.
Actuarial Equivalence	Applicable factors specified under the plan's tables (Early Commencement Factors, Factors for Small Pensions, Disability Joint and Survivor Option Factors, Certain and Life Option Factors, and Joint and Survivor Option Factors). For lump sum calculations, interest based on the three-segment yield curve for the month of August preceding the plan year in which the distribution occurs as specified in applicable IRS Notice and mortality based on IRC Section 417(e) mortality table for plan year of distribution as specified in applicable IRS Notice will be used to determine the present value.
Forms of Payment	Single life annuity and optional joint and survivor annuity (33⅓%, 50%, 75%, or 100%).
Payment of Small Amounts	Non-elective lump sum payment if the present value does not exceed \$5,000.
Plan Year	Calendar year.
Credited Service	One year credited for 2,080 hours (or minimum standard hours worked according to employer policy). Partial years credited based on the ratio of hours of service to 2,080 (or minimum standard hours).
Vesting Service	One year credited for 1,000 hours of service. Partial years credited based on the ratio of hours of service to 2,080 (or minimum standard hours).

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Changes in Plan Provisions for the January 1, 2017 Valuation

The January 1, 2017 funding valuation reflects the following plan changes:

- As of January 1, 2017, the qualified plan 415 pension limit and 401(a)(17) pay limit were increased to \$215,000 and \$270,000 respectively.

Changes in Plan Provisions for the January 1, 2016 Valuation

The January 1, 2016 funding valuation does not reflect any plan changes.

Changes in Plan Provisions for the January 1, 2015 Valuation

The January 1, 2015 funding valuation reflects the following plan changes:

- As of January 1, 2015, the qualified plan 401(a)(17) pay limit was increased to \$265,000.

Changes in Plan Provisions for the January 1, 2014 Valuation

The January 1, 2014 funding valuation reflects the following plan changes:

- As of January 1, 2014, the qualified plan 415 pension limit and 401(a)(17) pay limit were increased to \$210,000 and \$260,000 respectively.

Changes in Plan Provisions for the January 1, 2013 Valuation

The January 1, 2013 funding valuation reflects the following plan changes:

- As of January 1, 2013, the qualified plan 415 pension limit and 401(a)(17) pay limit were increased to \$205,000 and \$255,000 respectively.

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Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

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Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2017

Attained Age	Number of Participants									
	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34			1							
35-39										
40-44										
45-49			1		1		1			
50-54					1		1			
55-59										
60-64								2		
65-69										
70+										

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Schedule SB, Part V—Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with no lookback (as of January 2017), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor
1st Segment Rate	4.16%
2nd Segment Rate	5.72%
3rd Segment Rate	6.48%
Interest Rates for Maximum Tax Purposes	Based on segment rates with no lookback (as of January 2017), without regard to interest rate stabilization
1st Segment Rate	1.57%
2nd Segment Rate	3.77%
3rd Segment Rate	4.73%
Salary Increases	
Minimum Funding Target Normal Cost	3.00%
Maximum Tax Expected Benefit Increase	3.00%
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 2.50% per year.
Optional Payment Form Election Percentage	100% Life Annuity.
Retirement Age	
Active Participants	See Table 1
Terminated Vested Participants	Age 65.
Mortality Rates	
Healthy and Disabled	Generational mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(d)
Withdrawal Rates	See Table 2

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Disability Rates	None
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	It is assumed that 80% of males and 80% of females have an eligible spouse, and that males are three years older than their spouses.
Valuation Compensation	2016 Pensionable earnings rolled forward one year with salary increase assumption
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$215,000 and the IRC section 401(a)(17) compensation limit of \$270,000.
Valuation of Plan Assets	Fair market value
Trust Expenses Included in Target Normal Cost	\$60,039. Based on prior year's administrative expenses
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2017

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Table 1

Retirement Rates

<u>Age</u>	<u>Rate</u>
55	2.00%
56	2.00%
57	2.00%
58	2.00%
59	2.00%
60	5.00%
61	5.00%
62	30.00%
63	25.00%
64	25.00%
65+	100.00%

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Withdrawal Rates—Male

Age	Years of Service					
	0	1	2	3	4	5+
20	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
21	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
22	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
23	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
24	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
25	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
26	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
27	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
28	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
29	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
30	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
31	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
32	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
33	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
34	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
35	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
36	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
37	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
38	13.00%	12.00%	11.00%	10.00%	9.00%	8.70%
39	13.00%	12.00%	11.00%	10.00%	9.00%	8.10%
40	13.00%	12.00%	11.00%	10.00%	9.00%	7.70%
41	13.00%	12.00%	11.00%	10.00%	9.00%	7.30%
42	13.00%	12.00%	11.00%	10.00%	9.00%	7.00%
43	13.00%	12.00%	11.00%	10.00%	9.00%	6.70%
44	13.00%	12.00%	11.00%	10.00%	9.00%	6.40%

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Withdrawal Rates—Male

Age	Years of Service					
	0	1	2	3	4	5+
45	13.00%	12.00%	11.00%	10.00%	9.00%	6.10%
46	13.00%	12.00%	11.00%	10.00%	9.00%	5.80%
47	13.00%	12.00%	11.00%	10.00%	9.00%	5.50%
48	13.00%	12.00%	11.00%	10.00%	9.00%	5.20%
49	13.00%	12.00%	11.00%	10.00%	9.00%	4.90%
50	13.00%	12.00%	11.00%	10.00%	9.00%	4.60%
51	13.00%	12.00%	11.00%	10.00%	9.00%	4.20%
52	13.00%	12.00%	11.00%	10.00%	9.00%	3.80%
53	13.00%	12.00%	11.00%	10.00%	9.00%	3.30%
54	13.00%	12.00%	11.00%	10.00%	9.00%	2.90%
55	13.00%	12.00%	11.00%	10.00%	9.00%	2.40%
56	13.00%	12.00%	11.00%	10.00%	9.00%	1.90%
57	13.00%	12.00%	11.00%	10.00%	9.00%	1.40%
58	13.00%	12.00%	11.00%	10.00%	9.00%	1.00%
59+	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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Withdrawal Rates—Female

Age	Years of Service					
	0	1	2	3	4	5+
20	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
21	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
22	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
23	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
24	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
25	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
26	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
27	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
28	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
29	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
30	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
31	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
32	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
33	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
34	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
35	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
36	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
37	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
38	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
39	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
40	13.00%	12.00%	11.00%	10.00%	9.00%	9.00%
41	13.00%	12.00%	11.00%	10.00%	9.00%	8.70%
42	13.00%	12.00%	11.00%	10.00%	9.00%	8.40%
43	13.00%	12.00%	11.00%	10.00%	9.00%	8.10%
44	13.00%	12.00%	11.00%	10.00%	9.00%	7.80%

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Withdrawal Rates—Female

Age	Years of Service					
	0	1	2	3	4	5+
45	13.00%	12.00%	11.00%	10.00%	9.00%	7.50%
46	13.00%	12.00%	11.00%	10.00%	9.00%	7.20%
47	13.00%	12.00%	11.00%	10.00%	9.00%	6.90%
48	13.00%	12.00%	11.00%	10.00%	9.00%	6.60%
49	13.00%	12.00%	11.00%	10.00%	9.00%	6.30%
50	13.00%	12.00%	11.00%	10.00%	9.00%	6.00%
51	13.00%	12.00%	11.00%	10.00%	9.00%	5.60%
52	13.00%	12.00%	11.00%	10.00%	9.00%	5.10%
53	13.00%	12.00%	11.00%	10.00%	9.00%	4.70%
54	13.00%	12.00%	11.00%	10.00%	9.00%	4.20%
55	13.00%	12.00%	11.00%	10.00%	9.00%	3.60%
56	13.00%	12.00%	11.00%	10.00%	9.00%	3.10%
57	13.00%	12.00%	11.00%	10.00%	9.00%	2.60%
58	13.00%	12.00%	11.00%	10.00%	9.00%	2.00%
59+	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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Schedule SB, Part V—Summary of Plan Provisions

Plan Provisions

Effective Date	Originally effective January 29, 1993. Amended and restated January 1, 2013. Most recently amended effective as of January 1, 2013 (Third Amendment).
Eligibility	Hire date if a participant on December 31, 1999, or retroactive to hire date (or plan year following date of hire) upon completion of 1,000 hours of service in the 12 month period following the date of hire (or any successive plan year) if hired after December 31, 1999.
Normal Retirement Eligibility	Age 65 and fifth anniversary of participation.
Benefit	The annual pension is 0.9% of average annual compensation (AAC) up to covered compensation plus 1.2% of AAC in excess of covered compensation times credited service.
Early Retirement Eligibility	Age 55 with 15 years of credited service.
Benefit	The annual pension is the accrued benefit payable at age 65, but reduced 3% per year if payments commence before age 65.
Disability Eligibility	Fifteen years of credited service.
Benefit	The accrued benefit is payable at normal retirement date, with an actuarially reduced amount available immediately.
Termination Eligibility	Five years of vesting service.
Benefit	The annual pension is accrued benefit payable at age 65.
Death Benefits Before Retirement	If the member dies after he has a vested right, the spouse receives a pension for life equal to $\frac{1}{2}$ of the joint and 50% survivor benefit that would have been payable at normal retirement if the member had terminated employment on the date of his death. The spouse's pension is payable at the member's normal retirement date.

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After Retirement	The normal form of payment is a life annuity. If the member has a spouse, this normal form is automatically converted to a joint and 50% survivor option unless such conversion is waived.
Employee Contributions	None required or permitted. All prior employee contributions will be refunded.
Definitions	
Average Annual Compensation	Highest average annual compensation in any 60 consecutive months.
Covered Compensation	The average of the maximum Social Security taxable wage bases for an employee attaining age 65 in the year in which the participant terminates or retires.
Actuarial Equivalence	Applicable factors specified under the plan's tables (Early Commencement Factors, Factors for Small Pensions, Disability Joint and Survivor Option Factors, Certain and Life Option Factors, and Joint and Survivor Option Factors). For lump sum calculations, interest based on the three-segment yield curve for the month of August preceding the plan year in which the distribution occurs as specified in applicable IRS Notice and mortality based on IRC Section 417(e) mortality table for plan year of distribution as specified in applicable IRS Notice will be used to determine the present value.
Forms of Payment	Single life annuity and optional joint and survivor annuity (33⅓%, 50%, 75%, or 100%).
Payment of Small Amounts	Non-elective lump sum payment if the present value does not exceed \$5,000.
Plan Year	Calendar year.
Credited Service	One year credited for 2,080 hours (or minimum standard hours worked according to employer policy). Partial years credited based on the ratio of hours of service to 2,080 (or minimum standard hours).
Vesting Service	One year credited for 1,000 hours of service. Partial years credited based on the ratio of hours of service to 2,080 (or minimum standard hours).

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Changes in Plan Provisions for the January 1, 2017 Valuation

The January 1, 2017 funding valuation reflects the following plan changes:

- As of January 1, 2017, the qualified plan 415 pension limit and 401(a)(17) pay limit were increased to \$215,000 and \$270,000 respectively.

Changes in Plan Provisions for the January 1, 2016 Valuation

The January 1, 2016 funding valuation does not reflect any plan changes.

Changes in Plan Provisions for the January 1, 2015 Valuation

The January 1, 2015 funding valuation reflects the following plan changes:

- As of January 1, 2015, the qualified plan 401(a)(17) pay limit was increased to \$265,000.

Changes in Plan Provisions for the January 1, 2014 Valuation

The January 1, 2014 funding valuation reflects the following plan changes:

- As of January 1, 2014, the qualified plan 415 pension limit and 401(a)(17) pay limit were increased to \$210,000 and \$260,000 respectively.

Changes in Plan Provisions for the January 1, 2013 Valuation

The January 1, 2013 funding valuation reflects the following plan changes:

- As of January 1, 2013, the qualified plan 415 pension limit and 401(a)(17) pay limit were increased to \$205,000 and \$255,000 respectively.

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Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.