

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 2019 This Form is Open to Public Inspection

Part I	Annual Report Identification Information
For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019	
A This return/report is for:	☒ a single-employer plan ☐ a one-participant 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 foreign plan
B This return/report is	☐ the first return/report ☐ an amended return/report ☐ the final 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 RETIREMENT PLAN FOR EMPLOYEES OF OSTEOPATHIC HERITAGE FOUNDATION	<table border="1"> <tr> <td>1b Three-digit plan number (PN) ►</td> <td>001</td> </tr> <tr> <td>1c Effective date of plan</td> <td>03/01/1962</td> </tr> </table>	1b Three-digit plan number (PN) ►	001	1c Effective date of plan	03/01/1962		
1b Three-digit plan number (PN) ►	001						
1c Effective date of plan	03/01/1962						
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) OSTEOPATHIC HERITAGE FOUNDATION 1500 LAKESHORE DRIVE NO 230 COLUMBUS, OH 43204	<table border="1"> <tr> <td>2b Employer Identification Number (EIN)</td> <td>31-6056252</td> </tr> <tr> <td>2c Sponsor's telephone number</td> <td>614-737-4370</td> </tr> <tr> <td>2d Business code (see instructions)</td> <td>813000</td> </tr> </table>	2b Employer Identification Number (EIN)	31-6056252	2c Sponsor's telephone number	614-737-4370	2d Business code (see instructions)	813000
2b Employer Identification Number (EIN)	31-6056252						
2c Sponsor's telephone number	614-737-4370						
2d Business code (see instructions)	813000						
3a Plan administrator's name and address ☒ Same as Plan Sponsor.	<table border="1"> <tr> <td>3b Administrator's EIN</td> <td></td> </tr> <tr> <td>3c Administrator's telephone number</td> <td></td> </tr> </table>	3b Administrator's EIN		3c Administrator's telephone number			
3b Administrator's EIN							
3c Administrator's telephone number							
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	<table border="1"> <tr> <td>4b EIN</td> <td></td> </tr> <tr> <td>4d PN</td> <td></td> </tr> </table>	4b EIN		4d PN			
4b EIN							
4d PN							
5a Total number of participants at the beginning of the plan year	5a 18						
b Total number of participants at the end of the plan year	5b 13						
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) 4						
d(2) Total number of active participants at the end of the plan year	5d(2) 2						
e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	5e						

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.	09/17/2020	TERRI DONLIN HUESMAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	09/17/2020	TERRI DONLIN HUESMAN
	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 4241160. (See instructions.)

Part III Financial Information

7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	2889834	2777304
b Total plan liabilities	7b	0	0
c Net plan assets (subtract line 7b from line 7a)	7c	2889834	2777304
8 Income, Expenses, and Transfers for this Plan Year		(a) Amount	(b) Total
a Contributions received or receivable from:			
(1) Employers	8a(1)	506945	
(2) Participants	8a(2)		
(3) Others (including rollovers)	8a(3)		
b Other income (loss)	8b	289724	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		796669
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	901263	
e Certain deemed and/or corrective distributions (see instructions) ...	8e		
f Administrative service providers (salaries, fees, commissions)	8f	7936	
g Other expenses	8g		
h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		909199
i Net income (loss) (subtract line 8h from line 8c)	8i		-112530
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
- 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		☒	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)	10b		☒	
c Was the plan covered by a fidelity bond?	10c	☒		5000000
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		☒	
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		☒	
f Has the plan failed to provide any benefit when due under the plan?	10f		☒	
g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.)	10g		☒	
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	10h			
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 lines 11a and b below.) If this is a defined contribution pension plan, leave line 11 blank and complete line 12 below. ☒ Yes ☐ No

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

b **PBGC missed contribution reporting requirements.** If the plan is covered by PBGC and the amount reported on line 11a is greater than \$0, has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

- ☐ Yes.
- ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
- ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
- ☐ No. Other. Provide explanation _____

12 Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? (If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.) If this is a defined benefit pension plan, leave line 12 blank and complete line 11 above. ☐ Yes ☒ No

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)

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information 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). ► File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2019 This Form is Open to Public Inspection
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For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

► **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 <u>RETIREMENT PLAN FOR EMPLOYEES OF OSTEOPATHIC HERITAGE FOUNDATION</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>OSTEOPATHIC HERITAGE FOUNDATION</u>	D Employer Identification Number (EIN) <u>31-6056252</u>	
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B		
F Prior year plan size: ☒ 100 or fewer ☐ 101-500 ☐ More than 500		

Part I	Basic Information		
1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2019</u>		
2	Assets:		
	a Market value	2a	<u>2952425</u>
	b Actuarial value	2b	<u>2952425</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment.....	<u>10</u>	<u>1471513</u>
	b For terminated vested participants.....	<u>4</u>	<u>78916</u>
	c For active participants	<u>4</u>	<u>1926100</u>
	d Total.....	<u>18</u>	<u>3476529</u>
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	<u>5.43</u> %
6	Target normal cost.....	6	<u>136608</u>

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	<div style="border-bottom: 1px solid black; height: 30px; margin-bottom: 10px;"></div> <div style="text-align: center;">Signature of actuary</div> <div style="border-bottom: 1px solid black; height: 30px; margin-bottom: 10px;"></div> <div style="text-align: center;">Type or print name of actuary</div> <div style="border-bottom: 1px solid black; height: 30px; margin-bottom: 10px;"></div> <div style="text-align: center;">Firm name</div> <div style="border-bottom: 1px solid black; height: 30px; margin-bottom: 10px;"></div> <div style="text-align: center;">Address of the firm</div>	<div style="text-align: right; margin-bottom: 10px;"><u>08/12/2020</u></div> <div style="text-align: center;">Date</div> <div style="text-align: right; margin-bottom: 10px;"><u>20-06970</u></div> <div style="text-align: center;">Most recent enrollment number</div> <div style="text-align: right; margin-bottom: 10px;"><u>312-486-3379</u></div> <div style="text-align: center;">Telephone number (including area code)</div>
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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 ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

**Schedule SB (Form 5500) 2019
v. 190130**

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	520461
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	520461
10 Interest on line 9 using prior year's actual return of <u>-2.02</u> %		-10513
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		166
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>5.51</u> %		9
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c Total available at beginning of current plan year to add to prefunding balance		175
d Portion of (c) to be added to prefunding balance		
12 Other reductions in balances due to elections or deemed elections		358380
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	151568

Part III Funding Percentages		
14 Funding target attainment percentage	14	80.56 %
15 Adjusted funding target attainment percentage	15	80.00 %
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	80.00 %
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
04/12/2019	47839				
07/15/2019	47839				
10/01/2019	348000				
Totals ▶			18(b)	443678	18(c)

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	428064
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
0	0	0
		(4) 4th
		0

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

21 Discount rate:				
a Segment rates:	1st segment: 3.74 %	2nd segment: 5.35 %	3rd segment: 6.11 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 0
22 Weighted average retirement age				22 62
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	
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	29	
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	136608	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance		Installment
a Net shortfall amortization installment	675672		147243
b Waiver amortization installment			
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	283851	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)	36	283851	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	428064	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	144213	
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

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

Plan Provisions Summary

Effective Date of the Plan	March 1, 1962 as amended and restated as of January 1, 2017	
Plan Year	January 1 to December 31	
Eligibility for Participation	<p>An employee will become eligible to participate on the first day of the plan year nearest completion of 12 months of participation service and attainment of age 21.</p> <p>Notwithstanding the foregoing, no Employee hired on or after January 1, 2017 shall become a Participant in the Plan.</p>	
Participation Service	Beginning at the participant's date of participation, the participant will be given one year of participation service for each year the participant completes 1,000 or more hours of service.	
Vesting	<u>Years of Participation Service</u> 0 – 3 3 or more	<u>Vested Percentage</u> 0% 100%
Normal Retirement Date	Eligible the first day of the month coincident with or next following attainment of age 65, or the participant's fifth anniversary of plan participation, if later.	
Normal Retirement Benefit	<p>The monthly pension benefit is equal to the greater of (A) and (B):</p> <p>(A) sum of (1), (2) and (3) below:</p> <p>(1) The accrued benefit under the Plan in effect on December 31, 1991.</p> <p>(2) 0.80% of average monthly compensation multiplied by years of participation service after January 1, 1992.</p> <p>(3) 0.60% of average monthly compensation in excess of the current Social Security Covered Compensation Table I multiplied by years of participation service after January 1, 1992.</p> <p>Total years of participation service cannot exceed 35 years.</p> <p>(B) The participant's normal retirement pension as determined as follows:</p> <p>(1) For Prior Plan Participants, the retirement benefit in the normal form shall equal the greater of (a) the Participant's Accrued Benefit as of January 1, 1999, or (b) such percentage (not greater than 100%) of Final Average Compensation that equals 60% of the Prior Plan Participant's Final Average Compensation (computed without regard to the limitation on Compensation under Code Section 401(a)(17)), reduced as follows:</p> <p>(a) by subtracting from the yearly benefit amount, in the normal form, that is the Actuarial Equivalent of the supplemental retirement benefit lump sum payment made to the Prior Plan Participant in 1995 (net of the portion of said payment equal to a partial gross-up of tax payments expected to be owed by the Prior Plan Participant), based on an interest rate of 6.85% and the 1983 Group Annuity Mortality (GAM) blended mortality table (50% male, 50% female), and</p>	

Plan Provisions Summary

	<p>(b) for a Prior Plan Participant with less than ten (10) years of service earned after December 31, 1991, the foregoing benefit shall be multiplied by a fraction, not greater than one, the numerator of which is the participant's years of Participation service earned after December 31, 1991, and the denominator of which is ten (10).</p> <p>(2) For a Participant who is not a Prior Plan Participant, the retirement benefit in the normal form shall equal the greater of:</p> <p>(a) The Participant's Accrued Benefit as of January 1, 1999, or</p> <p>(b) an annual retirement benefit of \$6,300 per year, or, if greater, 2.00% of Final Average Compensation multiplied by the Participant's Years of Participation earned after December 31, 1991. The Committee shall determine the normal retirement pension under this paragraph by taking into account no more than 35 Years of Participation under the Plan.</p>
Early Retirement	The participant is eligible to receive a monthly benefit equal to the participant's accrued benefit actuarially reduced when the participant attains age 55 with at least 5 years of participation service.
Late Retirement	<p>If a participant continues working beyond his Normal Retirement Date, he will be entitled to a monthly pension benefit beginning on his actual late retirement date.</p> <p>The monthly pension benefit is equal to the greater of the benefit the participant would have received if he had retired on his Normal Retirement Date adjusted for Cost-of-Living and actuarially increased or his benefit as of the Late Retirement Date.</p>
Early Retirement Reduction Factors	<p>For participants with benefits accrued before January 1, 1999, a participant's early retirement pension shall be the Actuarial Equivalent of the benefits accrued and payable on the participant's Normal Retirement Date.</p> <p>For participants with benefits accrued on or after January 1, 1999, the Early Retirement Reduction Factor is equal to 5/9th of 1% for each of the first 60 months' payments beginning before age 65 and 5/18th of 1% for each of the next 60 months' payments beginning before age 65. Participants whose age plus years of service equal or exceed 72 receive no reduction for early retirement at age 62.</p>
Cost of Living Adjustment	<p>For participants who elected a monthly life annuity, their monthly benefit adjustment for each Plan Year shall be determined by dividing the CPI for the fourth month immediately preceding the first day of the current Plan Year by the CPI for the fourth month immediately preceding the first day of the prior Plan Year provided, however, that:</p> <p>(1) any annual percentage increase or decrease of a monthly amount of benefit shall not exceed 3%; and</p> <p>(2) no monthly amount of benefit payment shall be decreased pursuant to this Section below the monthly amount of benefit payment otherwise credited or payable under the Plan.</p>

Plan Provisions Summary

Normal Form of Benefit	<p>The normal form of payment is a monthly life annuity with a modified cash refund death benefit for employees who made the pre-1992 mandatory contributions.</p> <p>Unless the participant makes a valid waiver election, the benefit will be paid in the form of a qualified joint and survivor annuity.</p>
Vesting Eligibility	<p>If a vested participant leaves the Company for any reason other than retirement or death, he shall be entitled to receive a monthly pension benefit equal to his accrued benefit beginning at his Normal Retirement Date.</p>
Vesting Benefit	<p>The accrued normal retirement benefit based on Participation Service and the Benefit Formula as of the date of termination with payments beginning on the Normal Retirement Date.</p>
Death Benefit before Retirement	<p>If a Participant dies on or after January 1, 1999, but prior to his Annuity Starting Date, the Participant's surviving spouse or other named Beneficiary shall receive a death benefit equal to the Actuarially Equivalent Present Value of 100% of the Participant's Accrued Benefit as of the date of the Participant's death.</p>
Death Benefit after Retirement	<p>No death benefits are provided in this Plan except to the extent the participant selects an alternative benefit annuity form, which has the effect of providing a benefit payable after the Participant's death.</p>
Employee Contributions	<p>No current contributions are required.</p>
Employer Contributions	<p>The Company will make such payments or contributions as shall be sufficient to maintain the fund on a sound actuarial basis.</p>
Changes Since Prior Valuation	<p>None.</p>

Schedule SB, line 26 – Schedule of Active Participant Data

Attained Age	Years of Credited Service													
	Under 1		1 to 4		5 to 9		10 to 14		15 to 19		20 to 24		25 to 29	
	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25 to 29	-	-	-	-	-	-	-	-	-	-	-	-	-	-
30 to 34	-	-	-	-	-	-	-	-	-	-	-	-	-	-
35 to 39	-	-	-	-	-	-	-	-	-	-	-	-	-	-
40 to 44	-	-	-	-	-	-	-	-	-	-	-	-	-	-
45 to 49	-	-	-	-	-	-	-	-	1	N/A	-	-	-	-
50 to 54	-	-	1	N/A	-	-	-	-	-	-	-	-	-	-
55 to 59	-	-	-	-	-	-	-	-	-	-	-	-	-	-
60 to 64	-	-	-	-	-	-	-	-	-	-	-	-	1	N/A
65 to 69	-	-	-	-	-	-	-	-	-	-	1	N/A	-	-
70 & up	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	1	N/A	-	-	-	-	1	N/A	-	-	1	N/A

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

Actuarial Methods for Funding and Present Value of Accrued Benefits

Liability Valuation Method

Funding Target and Target Normal Cost as Defined in PPA

The Funding Target is defined to be the present value of the benefits accrued or earned at the valuation date. The earned benefits include retirement-type benefits and ancillary benefits (1.430(d)-1(c)(1)(i)). If the amount of a benefit that is expected to be paid is neither a function of the accrued benefit at the time the benefit is expected to be paid nor a function of the participant's service at that time, then the portion of the benefit taken into account for purposes of determining the Funding Target for a plan year is based on the proportion of a participant's service as of the first day of the plan year relative to the service the participant will have when the participant decrements. The portion of the benefit that is taken into account in the Target Normal Cost is the increase in the proportional benefit for the plan year (1.430(d)-1(c)(1)(ii)(C)). The determination of the Funding Target and Target Normal Cost of a Plan for a plan year is not permitted to take into account any limitations or anticipated limitations under section 436 (1.430(d)-1(c)(1)(iii)).

The Target Normal Cost is the present value of all the benefits expected to accrue or to be earned during the year (benefits attributable to services performed in a prior year that are increased by reason of a compensation increase in the current year are treated as having accrued during the current year). Plan administrative expenses paid (or expected to be paid) from Actuarial Value of Assets for a plan year are not reflected in the determination of a plan's Funding Target for that plan year (1.430(d)-1(c)(2)), but are reflected in the determination of a plan's Target Normal Cost.

Generally if insurance contracts are held by the Plan, they are included in Actuarial Value of Assets and the related benefits are included in the liability. In the case of benefits that are funded through insurance contracts purchased from an insurance company licensed under the laws of a State, the Plan is permitted to exclude the benefits from the liability and the insurance policy from the assets, but only to the extent that the right to receive benefits is an irrevocable contractual right based on premiums paid prior to the valuation date (1.430(d)-1(c)(3)).

The determination of a Plan's Funding Target and Target Normal Cost for a plan year is based on Plan provisions that are adopted no later than the valuation date for the plan year and that become effective during that plan year. Section 412(d)(2) applies for purposes of determining whether a Plan amendment is treated as having been adopted on the first day of the plan year (including a Plan amendment adopted within two and one half months after the close of the plan year) (1.430(d)-1(d)).

For maximum deductible purposes, the cushion amount is equal to the sum of 50 percent of the Funding Target for the plan year and the amount the Funding Target for the plan year would increase if the Plan were to take into account increases in compensation which are expected to occur in succeeding plan years. If the Plan does not base benefits for service to date on compensation, increases in benefits which are expected to occur in succeeding plan years (determined on the basis of the average annual increase in benefits over the six preceding plan years) are taken into account in lieu of expected increases in compensation. For plans that have less than 100 participants, increases in benefits for highly compensated employees as a result of Plan amendments within the last two years are excluded from the calculation of the cushion amount.

Actuarial Methods for Funding and Present Value of Accrued Benefits

Asset Valuation Method

Actuarial Value of Assets are equal to the Market Value of Assets plus receivable contributions discounted at the appropriate interest rate to the valuation date.

Procedures

Financial and census data: Financial data was submitted by the Trustee and census data was submitted by the plan sponsor. Information provided was reviewed for internal consistency and we have no reason to doubt its substantial accuracy.

No benefits of materiality were excluded from the valuation of the liabilities.

The limitations of the Internal Revenue Code 415(b) and 401(a)(17) have been incorporated into our calculations.

No liability is included for participants who terminated without vesting in their benefit prior to the valuation date.

The plan sponsor provided us with the data on its employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.

Actuarial Present Value of Accumulated Plan Benefits (ASC 960)

For active participants, the accrued pension benefits as of the valuation date and payable from the assumed retirement age were determined based on actual plan compensation history for each participant. For inactive participants, accrued benefits were either supplied by the Company or estimated. The Actuarial Present Value of Accumulated Plan Benefits was determined by multiplying the accrued pension benefits by single premium cost factors based on the applicable actuarial assumptions for accrued benefits.

Method Changes Since Last Year

There were no method changes since the prior valuation.

Actuarial Assumptions

Interest Rates		Pre-MAP-21 Segment Rates ¹	25-Year Average Segment Rates	HATFA/BBA Corridor (90%- 110% for 2019)	HATFA/BBA Segment Rates ²
	Lookback Month	January	N/A	N/A	N/A
	First Segment Rate	2.55%	4.15%	3.74% - 4.57%	3.74%
	Second Segment Rate	3.93%	5.94%	5.35% - 6.53%	5.35%
	Third Segment Rate	4.49%	6.79%	6.11% - 7.47%	6.11%
	Effective Rate	4.01%	N/A	N/A	5.43%
	¹ Used for Maximum Deductible, PBGC Method for Variable-Rate Premium, ERISA §4010 reporting \$15M underfunded and 80% threshold, and excess assets for §420 transfers. ² Used for minimum funding and benefit restrictions ASC 960: 6.00% per annum				
Mortality	<p>Funding Target: As defined in Notice 2017-60. This table is based on mortality rates determined in accordance with IRS §1.430(h)(3)-1 as in effect on December 31, 2018, as elected by the plan sponsor in accordance with IRS §1.430(h)(3)-1(b)(2) for the current year. These rates are based on the small plan annuitant/nonannuitant-combined static mortality rates for 2019 from IRS §1.430(h)(3)-1(e).</p> <p>ASC 960: Mortality based upon the Pri-2012 mortality tables issued by the Society of Actuaries in October 2019. Separate tables were utilized for males and females. Furthermore, tables were separated between class of participant: employee, primary annuitant, and contingent survivor. In valuing Joint & Survivor annuities, contingent survivor rates were applied to the secondary annuitant both before and after the assumed or actual death of the primary annuitant. The rates were adjusted for white-collar workers. Mortality improvement utilized the MP-2019 projection scale on a generational basis.</p>				
Salary Growth	4.00%				
Withdrawal	None assumed.				
Cost of Living Adjustment	Assumed to be 3%.				
Expenses	None assumed.				
Percentage of Married	100% of participants are assumed to be married.				
Data	This actuarial valuation has been prepared based upon participant data provided by the employer. We have checked the data for reasonableness, but have not independently audited the data. We have no reason to believe the data is not complete and accurate, and know of no further information that is essential to the preparation of the actuarial valuation.				
Lump Sum Election Rate	Active participants are assumed to elect a lump sum form of payment. Other participants not yet in payment are assumed to elect a single life annuity form of payment.				

Actuarial Assumptions

Lump Sum Basis (ASC 960)	<p>The lump sum is calculated using an interest rate of 4.22%. Mortality rates used to calculate lump sum amounts are based on the tables published by the IRS in Notice 2018-2 for the 2019 plan year and projected IRC §417(e)(3)(B) applicable mortality tables developed according to IRS Reg §1.430(h)(3)-1 and Revenue Ruling 2007-67 from the base 2006 mortality tables specified in §1.430(h)(3)-1(d) and using MP-2019 cumulative mortality improvement factors for years after 2021.</p>
Assumption Changes	<p>Funding:</p> <ul style="list-style-type: none">o The interest rates and mortality assumptions were updated per IRS requirements. <p><u>ASC 960:</u></p> <ul style="list-style-type: none">o The lump sum interest rate changed from 3.57% to 4.22%o The mortality was updated to PRI-2012.o The lump sum mortality was updated to the table described above.

Schedule SB, line 32 – Schedule of Amortization Bases

Funding Shortfall Amortization Bases (Minimum Required Contribution)

Date Established	Amortization Base Type	Remaining Number of Years	Annual Funding Shortfall Amortization Installment	Present Value of Remaining Amortization Installments as of January 1, 2019
January 1, 2019	Funding Shortfall	7	\$ 25,971	\$ 159,831
January 1, 2018	Funding Shortfall	6	\$ 84,187	\$ 456,533
January 1, 2017	Funding Shortfall	5	\$ 0	\$ 0
January 1, 2016	Funding Shortfall	4	\$ 0	\$ 0
January 1, 2015	Funding Shortfall	3	\$ 2,955	\$ 8,549
January 1, 2014	Funding Shortfall	2	\$ 17,251	\$ 33,880
January 1, 2013	Funding Shortfall	1	\$ 16,879	\$ 16,879
Total			\$ 147,243	\$ 675,672

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information 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). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2019 This Form is Open to Public Inspection
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For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

▶ **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 Retirement Plan for Employees of Osteopathic Heritage Foundation	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Osteopathic Heritage Foundation	D Employer Identification Number (EIN) 31-6056252
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☒ 100 or fewer ☐ 101-500 ☐ More than 500

Part I	Basic Information
1 Enter the valuation date: Month 1 Day 1 Year 2019	
2 Assets:	
a Market value	2a 2,952,425
b Actuarial value	2b 2,952,425
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment	(1) Number of participants 10 (2) Vested Funding Target 1,471,513 (3) Total Funding Target 1,471,513
b For terminated vested participants	4 78,916 78,916
c For active participants	4 1,926,100 1,926,100
d Total	18 3,476,529 3,476,529
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 5.43 %
6 Target normal cost	6 136,608

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		08/12/2020
Alicia B. Traviss	Signature of actuary	Date
Deloitte Consulting LLP	Type or print name of actuary	20-06970
111 SOUTH WACKER DRIVE	Firm name	Most recent enrollment number
CHICAGO	IL 60606-4301	(312) 486-3379
Address of the firm		Telephone number (including area code)

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 ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2019
v. 190130