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

2022

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A This return/report is for: [X] 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.)

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)

D If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
PENSION PLAN FOR MAINTENANCE SHOP AND CONTAINER YARD EMPLOYEES OF HAWAII TERMINALS, INC.

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 01/01/2002

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)
HAWAII STEVEDORES, INC.

1601 SAND ISLAND PARKWAY
HONOLULU, HI 96819

2b Employer Identification Number (EIN) 99-0108338

2c Sponsor's telephone number 808-527-3400

2d Business code (see instructions) 488300

3a Plan administrator's name and address [ ] Same as Plan Sponsor.
HAWAII TERMINALS, INC.
1601 SAND ISLAND PARKWAY
HONOLULU, HI 96819

3b Administrator's EIN 47-3961529

3c Administrator's telephone number 808-527-3400

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

4b EIN

4d PN

5a Total number of participants at the beginning of the plan year	**5a**	44
b Total number of participants at the end of the plan year	**5b**	44
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)**	25
d(2) Total number of active participants at the end of the plan year	**5d(2)**	23
e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**5e**	0

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.	07/10/2023	JAY BOWDEN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	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.) [X] 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.) [X] 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)? [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 486280. (See instructions.)

Part III Financial Information

7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	15745537	12721073
b Total plan liabilities	7b		
c Net plan assets (subtract line 7b from line 7a)	7c	15745537	12721073
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	-2385387	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		-2385387
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	639077	
e Certain deemed and/or corrective distributions (see instructions)	8e		
f Administrative service providers (salaries, fees, commissions)	8f		
g Other expenses	8g		
h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		639077
i Net income (loss) (subtract line 8h from line 8c)	8i		-3024464
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:
1B 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			
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)

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

2022

This Form is Open to Public Inspection

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

▶ **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
PENSION PLAN FOR MAINTENANCE SHOP AND CONTAINER YARD EMPLOYEES OF HAWAII TERMINALS, INC.

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
HAWAII STEVEDORES, INC.

D Employer Identification Number (EIN)
99-0108338

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [X] 100 or fewer [ ] 101-500 [ ] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2022

2 Assets:

a Market value	2a	15745537
b Actuarial value	2b	14880069

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	15	6989995	6989995
b For terminated vested participants	4	1426031	1426031
c For active participants	25	6626528	7000980
d Total	44	15042554	15417006

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	5.52 %
6 Target normal cost		
a Present value of current plan year accruals	6a	395449
b Expected plan-related expenses	6b	0
c Total (line 6a + line 6b)	6c	395449

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

Signature of actuary — Date: 06/24/2023

MISTY LAM, EA, MSPA, MAAA — Type or print name of actuary

23-06737 — Most recent enrollment number

BUCK GLOBAL, LLC — Firm name

808-258-0315 — Telephone number (including area code)

1050 QUEEN STREET, SUITE 100
HONOLULU, HI 96814

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

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	823180
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	155590
9	Amount remaining (line 7 minus line 8)	0	667590
10	Interest on line 9 using prior year's actual return of 12.63 %	0	84317
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	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 5.70 %		0
	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		0
	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	751907

Part III Funding Percentages

14	Funding target attainment percentage	14	91.64 %
15	Adjusted funding target attainment percentage	15	91.64 %
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	84.25 %
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? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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: 4.75 %	2nd segment: 5.18 %	3rd segment: 5.92 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	66

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 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? 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 6c)	**31a**	395449
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	1288844	152455
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**	547904

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	547904	547904

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 the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.

EIN/PN: 99-0108338 / 003

Schedule SB, Line 26a - Schedule of Active Participant Data

Attained Age	Years of Credited Service									
	Under 1	1 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 & up
Under 25	0	0	0	0	0	0	0	0	0	0
25 - 29	0	0	0	0	0	0	0	0	0	0
30 - 34	1	0	0	0	0	0	0	0	0	0
35 - 39	0	1	0	0	0	0	0	0	0	0
40 - 44	0	2	1	0	0	0	0	0	0	0
45 - 49	0	0	2	0	3	0	0	0	0	0
50 - 54	0	0	2	0	1	0	2	0	0	0
55 - 59	0	0	0	0	1	0	1	1	0	0
60 - 64	0	0	0	0	1	0	3	2	0	0
65 - 69	0	0	0	1	0	0	0	0	0	0
70 & up	0	0	0	0	0	0	0	0	0	0
Total	1	3	5	1	6	0	6	3	0	0

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

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

Prescribed Funding Assumptions and Methods

The following assumptions and methods are prescribed by ERISA, as currently amended.

Interest rates

	2022 Plan Year	2021 Plan Year
Funding Rates – Constrained*		
First Segment Rate	4.75%	4.75%
Second Segment Rate	5.18%	5.36%
Third Segment Rate	5.92%	6.11%
Effective Interest Rate	5.52%	5.70%
Funding Rates – Unconstrained**		
First Segment Rate	1.07%	2.22%
Second Segment Rate	2.68%	3.38%
Third Segment Rate	3.36%	3.92%
Effective Interest Rate	3.03%	3.66%

* Used for minimum funding and benefit restriction purposes.

**Used for maximum tax-deduction purposes.

The interest rates used for funding purposes are the Segment Rates with 4-month lookback, constrained in accordance with relevant legislation.

Mortality

Mortality tables mandated by applicable law and regulation as specified in IRS Regulation 1.430(h)(3)-1, as amended by IRS Notice 2020-85, applied on a static basis, using the blended annuitant/non-annuitant table applicable to small plans.

Actuarial cost method

The Funding Target is the present value of accrued benefits based on compensation and service to date. The Target Normal Cost is the present value of benefits expected to be accrued during the current plan year, reflecting the effect of expected compensation increases during the year and including expected plan administrative expenses to be paid from plan assets during the year.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods

The following assumptions were selected by the plan's enrolled actuary. The assumptions are based on plan experience and plan sponsor guidance and are reviewed periodically. The asset valuation method was selected by the plan sponsor with the actuary's advice and is an acceptable method under the applicable provisions of the Internal Revenue Code and associated regulations.

Expenses

Plan sponsor does not expect to pay administrative expenses from the plan trust during 2022.

Frequency of optional payment forms

100% of single participants are assumed to elect a Single Life Annuity. 100% of married participants are assumed to elect the automatic form of payment.

Marital percentage

88% of participants are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Retirement rates are based on a 2011 Buck study of retirements by employees in the stevedoring industry.

Actives

Age	Assumption
61 & Under	0%
62	16%
63	18%
64	6%
65	8%
66	18%
67	33%
68	15%
69	10%
70	15%
71 & Over	100%

Eligible Actives are assumed 16% at ages 59 through 61 during the Early Retirement Window during the period July 1, 2019 to June 30, 2022.

Terminated Vested

Age 62 or attained age if greater.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Disability rates

None.

Withdrawal rates for active participants not eligible for retirement

None.

Asset valuation method

The Actuarial Value of Assets is market value as of the valuation date, including the discounted value of accrued contributions, reduced by 2/3 of the gain/(loss) for the immediately preceding plan year and reduced by 1/3 of the gain/(loss) for the plan year before that. The gain/(loss) for each period is determined as the actual return on market value during the period less the expected return on market value based on an assumed earnings rate chosen by the actuary but required by current law and regulation to be not greater than the applicable third Segment Rate. The resulting value is constrained to be within a corridor of 90% to 110% of market value, including discounted receivable contributions.

The Actuary's assumption is consistent with the expected long-term rate of return selected by the plan sponsor for accounting purposes. The actuary has considered the plan sponsor's estimates of long-term future experience, and has selected the rate shown below (limited by the applicable 3rd segment rate) for valuation of the plan's assets.

	Actuary's Assumption	Third Segment Rate	Reflecting PPA Limit
2022 Expected Return	7.25%	5.92%	5.92%
2021 Expected Return	7.50%	6.11%	6.11%
2020 Expected Return	7.50%	5.94%	5.94%

Future actuarial measurements

Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the actuarial assumptions, changes expected as part of the natural operation of the methodology used for these measurements, and changes in plan provisions, applicable law or regulations. An analysis of the potential range of such future differences is beyond the scope of this report.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Statement of Actuarial Assumptions/Methods (continued)

Reasonable Assumptions

Actuarial Standard of Practice No. 27 (“ASOP 27”) provides guidance to actuaries when selecting economic assumptions for measuring pension obligations. Actuarial Standard of Practice No. 35 (“ASOP 35”) provides guidance to actuaries when selecting demographic and other noneconomic assumptions for measuring pension obligations. Under these ASOPs, for each assumption that has a significant effect on the measurement and that the actuary has not selected, the actuary should disclose the information and analysis used to support the actuary’s determination that the assumption does not significantly conflict with what, in the actuary’s professional judgment, is reasonable for the purpose of the measurement.

The economic assumptions that have a significant effect on the measurement and that the actuary has not selected are the funding interest rates. The funding interest rates are prescribed by law.

The demographic and other noneconomic assumptions that have a significant effect on the measurement are mortality, future mortality improvement, and retirement rates. The assumptions for mortality and future mortality improvement are prescribed by law. The assumptions for retirement rates, are reasonable given historic gain and loss experience of the plan. The actuary has determined that these demographic and other noneconomic assumptions do not significantly conflict with what, in the actuary’s professional judgment, are reasonable for the purpose of the measurement.

Use of Models

Actuarial Standard of Practice No. 56 (“ASOP 56”) provides guidance to actuaries when performing actuarial services with respect to designing, developing, selecting, modifying, using, reviewing, or evaluating models. Buck uses third-party software in the performance of annual actuarial valuations and projections. The model is intended to calculate the liabilities associated with the provisions of the plan using data and assumptions as of the measurement date under the funding rules and accounting standards specified in this report. Further, the model applies those funding rules and accounting standards to the liabilities derived and other inputs, such as plan assets and contributions, to generate many of the exhibits found in this report. Buck has an extensive review process whereby the results of the liability calculations are checked using detailed sample output, changes from year to year are summarized by source, and significant deviations from expectations are investigated. Other funding and accounting outputs are similarly reviewed in detail and at a high level for accuracy, reasonability and consistency with prior results. Buck also reviews the model when significant changes are made to the software. The review is performed by experts within the company who are familiar with applicable funding and accounting rules as well as the manner in which the model generates its output.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Statement of Actuarial Assumptions/Methods (continued)

Summary of Changes from the January 1, 2021 Valuation

- The segment interest rates with four-month lookback used for funding purposes were updated to the current valuation date. These rates are constrained in accordance with relevant legislation.
- The mortality tables used for funding purposes were updated with projections specified by IRS Regulation 1.430(h)(3)-1, as amended in IRS Notice 2020-85.
- The changes in assumptions listed above increased the Funding Target by approximately $526,000.
- The actuary's expected rate of return on plan assets was changed from 7.50% to 7.25% as a result of a change in forward-looking expected rates of return by asset category.

SB Actuary Signature

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

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OMB No. 1210-0110

2022

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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

▶ **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
PENSION PLAN FOR MAINTENANCE SHOP AND CONTAINER YARD EMPLOYEES OF HAWAII TERMINALS, INC.

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Hawaii Stevedores, Inc.

D Employer Identification Number (EIN)
99-0108338

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [X] 100 or fewer [ ] 101-500 [ ] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2022

2 Assets:

a Market value	**2a**	15,745,537
b Actuarial value	**2b**	14,880,069

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	15	6,989,995	6,989,995
b For terminated vested participants	4	1,426,031	1,426,031
c For active participants	25	6,626,528	7,000,980
d Total	44	15,042,554	15,417,006

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**	5.52%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	395,449
b Expected plan-related expenses	**6b**	0
c Total (line 6a + line 6b)	**6c**	395,449

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

Misty Lam
Signature of actuary

6/24/23
Date

MISTY LAM, EA, MSPA, MAAA
Type or print name of actuary

2306737
Most recent enrollment number

BUCK GLOBAL, LLC
Firm name

808-258-0315
Telephone number (including area code)

1050 QUEEN STREET, SUITE 100

HONOLULU HI 96814
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

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	823,180
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	155,590
9	Amount remaining (line 7 minus line 8)	0	667,590
10	Interest on line 9 using prior year's actual return of 12.63 %	0	84,317
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	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 5.70 %		0
	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		0
	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	751,907

Part III Funding Percentages

14	Funding target attainment percentage	14	91.64 %
15	Adjusted funding target attainment percentage	15	91.64 %
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	84.25 %
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? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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

SB Actuary Signature

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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
4.75 %	5.18 %	5.92 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	66

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 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? 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 6c)	**31a**	395,449
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	1,288,844	152,455
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**	547,904

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	547,904	547,904

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 the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.

EIN/PN: 99-0108338 / 003

Schedule SB, Line 22 - Description of Weighted Average Retirement Age

This table calculates the weighted average retirement age for all active persons in the plan

(1) Age	(2) Expected Active Headcount	(3) Retirement Rate	(4) Expected Retirements (2)*(3)	(5) Weighted Age (1)*(4)
62	22.3619	0.1600	3.5779	221.8304
63	19.6438	0.1800	3.5359	222.7604
64	15.9682	0.0600	0.9581	61.3178
65	14.8832	0.0800	1.1907	77.3927
66	13.5611	0.1800	2.4410	161.1057
67	10.9872	0.3300	3.6258	242.9266
68	7.2430	0.1500	1.0865	73.8790
69	6.0708	0.1000	0.6071	41.8883
70	6.3845	0.1500	0.9577	67.0369
71	5.3350	1.0000	5.3350	378.7839
Total			**23.3155**	**1,548.9216**
Weighted Average Retirement Age = 1548.9216 / 23.3155				**66.43**
Rounded Weighted Average Retirement Age				**66**

Note to Column 2: The Expected Active Headcount for each age includes persons who are eligible to retire and persons who are not eligible to retire at each age.

Note to Column 3: At each age, these retirement rates are a weighted average of the rates shown in Attachment to Part V for active participants eligible to retire at the age and zero for all other active participants.

General note: The table presents values rounded to fewer significant digits than used in the calculation.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.

EIN/PN: 99-0108338 / 003

Schedule SB, Line 32 - Schedule of Amortization Bases

Type of Base	Present Value of Remaining Installments as of January 1, 2022	Date Established	Remaining Installments	Shortfall Amortization Installment
Shortfall	($898,227)	1/1/2022	15	($83,006)
Shortfall	$69,797	1/1/2021	14	$6,758
Shortfall	($25,348)	1/1/2020	13	($2,584)
Shortfall	$2,142,622	1/1/2019	12	$231,287

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Summary of Plan Provisions

Effective Date

January 1, 2002. Amended and restated effective January 1, 2015. Plan amended December 30, 2019 for negotiated benefit improvements effective July 1, 2019 and later.

Eligibility to participate

Employees who have completed one Year of Service whose terms and conditions of employment are subject to or covered by the collective bargaining agreement with respect to maintenance shop or container yard employees between Hawaii Terminals, Inc. (Horizon Lines, LLC prior to May 29, 2015) and the ILWU Local 142. However, an eligible employee on January 1, 2002 who was a member of the Retirement Plan for Maintenance Shop Employees of Hawaii Stevedores, Inc. (“Former Plan”) on December 2, 2001 became a member of this Plan on January 1, 2002.

Service

Year of Service

One Year of Service is earned for completion of 1,000 Hours of Service in the twelve-month period commencing on an employee’s hire date and each anniversary thereof.

Credited Vesting Service

One year of Credited Vesting Service is earned for the twelve-month period commencing on an employee’s hire date and each anniversary thereof. In addition, Credited Vesting Service includes all vesting service prior to January 1, 2002 credited under the Former Plan. Credited Vesting Service is also earned for eligible leaves of absence to serve as union officials or in the uniformed services.

Credited Benefit Service

One-twelfth of a year of Credited Benefit Service is earned for each month of employment in which the member is eligible to participate in the Plan and had at least one Hour of Service. In addition, all benefit service credited under the Former Plan is included, as well as the month of December 2001 in the case of a member who had at least one Hour of Service during that month and was eligible at January 1, 2002. Credited Benefit Service is also earned for eligible leaves of absence to serve in the uniformed services to the extent required by law.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Summary of Plan Provisions (continued)

Normal Retirement

Eligibility

Age 62.

Amount of Benefit

The monthly benefit is equal to the greater of (1) and (2) below:

(1) Basic Retirement Income

1/12 of 1% of compensation during Credited Benefit Service prior to January 1, 2004.

(2) Minimum Retirement Income

Years of Credited Benefit Service (up to maximum amounts specified in the plan) times the benefit level in effect on the earlier of the employee's retirement or termination of covered employment.

For active members who retire on or after January 1, 2008 and prior to July 1, 2014:

Effective	Benefit Level	Max. Credited Benefit Service
July 1, 2008	$160	37 years
July 1, 2009	$165	37 years
July 1, 2012	$170	37 years
July 1, 2013	$180	37 years

For active members who retire on or after July 1, 2014:

Effective	Benefit Level	Max. Credited Benefit Service
July 1, 2014	$180	37 years
July 1, 2017	$187.50	37 years
July 1, 2018	$200	37 years
July 1, 2019	$205	37 years
July 1, 2020	$210	37 years
July 1, 2021	$215	37 years

Benefits are based on total service recognized by the bargaining agreement and are net of benefits payable from the Former Plan for any of that service. For Funding purposes in this valuation, Benefit Level increases effective after the Plan Year are not measured.

Members in payment status will receive monthly increases to their benefit shown in the table below. Beneficiaries will receive the applicable benefit percentage of the increased benefit. For Funding purposes in this valuation, additional monthly benefits effective after the Plan Year are not measured.

	Additional Monthly Benefit Effective		
Date of Retirement	7/1/2019	7/1/2020	7/1/2021
Before 7/1/1987	$66/month	$66/month	$66/month
7/1/1987 – 6/30/1999	$70/month	$70/month	$70/month
7/1/1999 – 6/30/2002	$35/month	$35/month	$35/month

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Summary of Plan Provisions (continued)

Time and Form of Payment

The normal form of benefit is a single life annuity payable beginning on the first of the month coincident with or next following eligibility for normal retirement. The automatic form of payment for a married member is an unreduced 60% joint and survivor annuity. For normal retirements on or after July 1, 2015, the automatic form of payment for a married member is an unreduced 75% joint and survivor annuity. For benefits paid by the Former Plan, the automatic form of payment for married members is a reduced 50% joint and survivor annuity.

Supplemental Normal Retirement Benefit (“Bridge”)

Eligibility

Retirement from active service after age 55 and before Social Security full retirement age.

Amount of Benefit

If age 62 or over, $300 per month. If under age 62, $300 per month actuarially reduced for early retirement.

Time and Form of Payment

Payable from date of retirement to the earlier of Social Security full retirement age or death; if member retires with 25 or more years of Credited Benefit Service and dies prior to Social Security full retirement age, the benefit will continue to an eligible survivor.

Early Retirement

Eligibility

Age 55 and 5 years of Credited Vesting Service, or age 60.

Amount of Benefit

For employees who retire after age 60, or employees who retire after age 55 and completion of 5 or more years of Credited Vesting Service, benefits are the same as for Normal Retirement, but are reduced five-twelfths of 1% for each month by which the Early Retirement Date precedes the Normal Retirement Date. For employees who retire on or after age 55 and before age 60 and have completed at least 3 but less than 5 years of Credited Vesting Service, benefits are equal to the Basic Retirement Income only, reduced by five-twelfths of 1% for each month by which the Early Retirement Date precedes the Normal Retirement Date. Net of the early retirement benefit payable from the Former Plan, reduced 5/9% for each of the first 60 months by which early retirement precedes age 62 and 5/18% for each month over 60.

Time and Form of Payment

Normal form of payment is a single life annuity beginning on any first of the month coincident with or following eligibility for Early Retirement. As for Normal Retirement, the automatic form for married members is an unreduced 60% joint and survivor annuity. For retirements on or after July 1, 2015, the automatic form of payment for a married member is an unreduced 75% joint and survivor annuity.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Summary of Plan Provisions (continued)

Early Retirement Window

Eligibility

Age 59 years and 6 months and 5 years of Credited Vesting Service.

Amount of Benefit

Benefits based on total service recognized by the bargaining agreement, without the reduction that would otherwise apply to benefits commencing at an Early Retirement Date. Net of the early retirement benefit payable from the Former Plan, reduced 5/9% for each of the first 60 months by which early retirement precedes age 62 and 5/18% for each month over 60.

Time and Form of Payment

Payable to employees who meet eligibility requirements during the period July 1, 2019 to June 30, 2022. Normal form of payment is a single life annuity beginning on any first of the month coincident with or following eligibility for Early Retirement. As for Normal Retirement, the automatic form for married members is an unreduced 75% joint and survivor annuity.

Deferred Retirement

Eligibility

Any time after eligibility for Normal Retirement.

Amount of Benefit

Benefits are the same as for Normal Retirement, using Compensation and Credited Benefit Service earned up to the Deferred Retirement Date. If the retirement date is after the April 1 of the calendar year following the calendar year in which the employee attains age 70-1/2, the deferred retirement benefit is not less than the benefit as of such April 1 with actuarial adjustment for the period following such April 1.

Time and Form of Payment

Normal form of payment is a single life annuity beginning on any first of the month following eligibility for Normal Retirement. As for Normal Retirement, the automatic form for married members is an unreduced 60% joint and survivor annuity. For deferred retirements on or after July 1, 2015, the automatic form of payment for a married member is an unreduced 75% joint and survivor annuity.

Termination

Eligibility

5 years of Credited Vesting Service or attainment of age 60 while an eligible employee to be vested in Normal Retirement benefit; otherwise, 3 years of Credited Vesting Service or attainment of age 55 while an eligible employee to be vested in the Basic Retirement Income (if applicable).

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Summary of Plan Provisions (continued)

Amount of Benefit

If an employee completes at least 5 years of Credited Vesting Service or terminates after attainment of age 60, the amount of the termination benefit is the same as that earned under the Normal Retirement benefit; otherwise, the benefit is limited to the Basic Retirement Income (if applicable). Normal Retirement benefit based on Benefit Level in effect upon termination.

Time and Form of Payment

Normal form of payment for the termination benefit is a single life annuity beginning at Normal Retirement age. The automatic form for a married member who was not eligible for an immediate early, normal or deferred retirement at termination is a reduced 50% joint and survivor annuity. The member may elect to receive the termination benefit starting any time after eligibility for Early Retirement, but the benefit will be reduced 5/9% for each of the first 60 months by which early retirement precedes age 62 and 5/18% for each month over 60.

Pre-Retirement Surviving Spouse Death Benefit

Eligibility

Eligible for a vested benefit or retirement and married at least one year at time of death.

Amount of Benefit

(1) If active and died before July 1, 2019:
the applicable percentage from Table 1 of the Normal Retirement Benefit.

Table 1

	Spouse's Benefit Percentage for Payments Effective		
Date of Death	7/1/2019	7/1/2020	7/1/2021
Before 7/1/1999	71.73%	73.39%	75.00%
7/1/1999 – 6/30/2002	68.39%	71.72%	75.00%
7/1/2002 – 6/30/2008	68.33%	71.72%	75.00%

(2) If active, age 59 with 25 years of Credited Benefit Service, and not eligible for benefit (1) above:
the applicable percentage from Table 2 of the Normal Retirement Benefit.

Table 2

	Spouse's Benefit Percentage for Payments	
Date of Death	Before 7/1/2015	On or After 7/1/2015
Before 7/1/1999	50%	70%
7/1/1999 – 6/30/2008	50%	65%
7/1/2008 – 6/30/2011	50%	75%
7/1/2011 – 6/30/2015	60%	75%
7/1/2015 and later	75%	75%

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Summary of Plan Provisions (continued)

(3) If active, not eligible for benefit in (1) or (2) above, and either
   (a) with at least 5 years of Credited Vesting Service and age 55, or
   (b) with at least 5 years of Credited Vesting Service and with 25 years of Credited Benefit Service, or
   (c) at least age 60:

   The applicable percentage from Table 2 of Normal Retirement Benefit, reduced 5/12 of 1% for each month before age 62, subject to a maximum 35% reduction.

(4) If active, age 55 but not eligible for benefits in (1), (2) or (3) above:
   The applicable percentage from Table 2 of Basic Retirement Income, reduced 5/12 of 1% for each month before age 62.

(5) (a) If active, with at least 3 years of Credited Vesting Service, but not eligible for benefits in (1), (2), (3) or (4) above, or
   (b) if a terminated vested member:

   50% of the reduced 50% Joint & Survivor Early Retirement Benefit that would have been in effect had the member terminated on the date of death (and, if under age 55, survived to age 55).

Time and Form of Payment

The death benefit will be paid for the life of the spouse. Payment will begin on the first of the month next following the employee's death, except in (5) where payments begin when the member would have reached age 55, if later.

Post-Retirement Surviving Spouse Death Benefit

Eligibility

Spouse of a Member who retired from active service and elected an Unreduced Joint and Survivor annuity (automatic form of payment).

Amount of Benefit

The applicable percentage of the Normal Retirement Benefit shown below.

	Spouse's Benefit Percentage for Payments Effective		
Date of Retirement	7/1/2019	7/1/2020	7/1/2021
Before 7/1/1999	71.73%	73.39%	75.00%
7/1/1999 – 6/30/2002	68.39%	71.72%	75.00%
7/1/2002 and later	68.33%	71.72%	75.00%

Time and Form of Payment

The death benefit will be paid for the life of the spouse.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Summary of Plan Provisions (continued)

Pre-Retirement Supplemental Retirement Death Benefit

Eligibility

Dies on or after 7/1/08 in active service as an eligible employee after completion of 25 years of Credited Benefit Service and before Social Security full retirement age with a surviving spouse to whom he was married during the one-year preceding death or eligible dependent child(ren).

Time and Form of Benefit

Monthly payments will begin on the later of first of the month next following the member's death or the date the member, if living, would have reached his earliest retirement date (age 55). Payments end at the date the member, if living, would have attained Social Security full retirement age. Payments are in the same amount that would have been paid as a Supplemental Retirement Benefit to the member, if living, and are paid to the eligible surviving spouse; if the eligible surviving spouse dies before the member's Social Security full retirement age or if there is no eligible surviving spouse, payments are shared equally to eligible dependent children as defined in the plan.

Disability

Eligibility

After six months of disability and determination that the employee is permanently and continuously disabled and unable to perform work for the Company within the Bargaining Unit and is not receiving any other disability benefits from the Company or any worker's compensation.

Amount of Benefit

The greater of the Normal Retirement Benefit earned to Disability Retirement Date, unreduced for early commencement of benefits, or $125.00 per month.

Time and Form of Benefit

Normal form of payment is a single life annuity commencing after six months of disability and a determination of eligibility. The automatic form for married members is an unreduced 60% joint and survivor annuity. For disability retirements after July 1, 2015, the automatic form for married members is an unreduced 75% joint and survivor annuity.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Summary of Plan Provisions (continued)

Forms of Payment

- Single Life annuity for unmarried members
- Unreduced Joint and Survivor annuity for married members who retire from active service or terminate after retirement eligibility with the surviving spouse percentages shown below:

Retirement Date	Spouse's Benefit Percentage for Payments Before 7/1/15	Spouse's Benefit Percentage for Payments on or after 7/1/15
Before 7/1/99	50%	70%
7/1/99 – 6/30/08	50%	65%
7/1/08 – 6/30/11	50%	75%
7/1/11 – 6/30/15	60%	75%
7/1/15 and later	75%	75%

- Reduced 50% Joint and Survivor annuity for married members who terminate prior to retirement eligibility
- 50% Joint and Survivor annuity
- 75% Joint and Survivor annuity
- 100% Joint and Survivor annuity
- Lump sum payment for repatriating employees hired prior to January 1, 1950
- Lump sum payment or equal monthly installments for disability retirement
- Lump sum payment for employees laid off in certain reductions in workforce
- Lump sum payment if not greater than $5,000 (optional at member's election)

Actuarial Equivalence

The member's life annuity is converted into an actuarially equivalent other form of payment using (except for lump sums) the Unisex Pension 1984 Mortality Table set back two years for members and seven years for contingent annuitants and an interest rate of 6.5% per year.

The lump sum form of payment is calculated as the present value of the accrued benefit payable at Normal Retirement Date (or actual retirement date, if later), using the Internal Revenue Code Section 417(e)(3) assumptions with a lookback month for the applicable interest rate of the November in the preceding plan year. The minimum lump sum payment under a Disability Retirement Benefit is the Basic Retirement Income monthly benefit multiplied by 90.

The Supplemental Retirement Benefit commencing before attainment of age 62 is determined using the 1971 Group Annuity Mortality Table set back one year and an interest rate of 6.0% per year.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Part V - Summary of Plan Provisions (continued)

Summary of Changes from the January 1, 2021 Valuation

None.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.

EIN/PN: 99-0108338 / 003

Schedule SB, Line 26a - Schedule of Active Participant Data

Attained Age	Years of Credited Service									
	Under 1	1 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 & up
Under 25	0	0	0	0	0	0	0	0	0	0
25 - 29	0	0	0	0	0	0	0	0	0	0
30 - 34	1	0	0	0	0	0	0	0	0	0
35 - 39	0	1	0	0	0	0	0	0	0	0
40 - 44	0	2	1	0	0	0	0	0	0	0
45 - 49	0	0	2	0	3	0	0	0	0	0
50 - 54	0	0	2	0	1	0	2	0	0	0
55 - 59	0	0	0	0	1	0	1	1	0	0
60 - 64	0	0	0	0	1	0	3	2	0	0
65 - 69	0	0	0	1	0	0	0	0	0	0
70 & up	0	0	0	0	0	0	0	0	0	0
Total	1	3	5	1	6	0	6	3	0	0

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

Schedule SB, Line 24 – Change in Actuarial Assumptions

The actuary’s expected rate of return on plan assets was changed from 7.50% to 7.25% as a result of a change in forward-looking expected rates of return by asset category.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
EIN/PN: 99-0108338 / 003

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

Prescribed Funding Assumptions and Methods

The following assumptions and methods are prescribed by ERISA, as currently amended.

Interest rates

	2022 Plan Year	2021 Plan Year
Funding Rates – Constrained*		
First Segment Rate	4.75%	4.75%
Second Segment Rate	5.18%	5.36%
Third Segment Rate	5.92%	6.11%
Effective Interest Rate	5.52%	5.70%
Funding Rates – Unconstrained**		
First Segment Rate	1.07%	2.22%
Second Segment Rate	2.68%	3.38%
Third Segment Rate	3.36%	3.92%
Effective Interest Rate	3.03%	3.66%

* Used for minimum funding and benefit restriction purposes.

**Used for maximum tax-deduction purposes.

The interest rates used for funding purposes are the Segment Rates with 4-month lookback, constrained in accordance with relevant legislation.

Mortality

Mortality tables mandated by applicable law and regulation as specified in IRS Regulation 1.430(h)(3)-1, as amended by IRS Notice 2020-85, applied on a static basis, using the blended annuitant/non-annuitant table applicable to small plans.

Actuarial cost method

The Funding Target is the present value of accrued benefits based on compensation and service to date. The Target Normal Cost is the present value of benefits expected to be accrued during the current plan year, reflecting the effect of expected compensation increases during the year and including expected plan administrative expenses to be paid from plan assets during the year.

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Schedule SB, Part V - Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods

The following assumptions were selected by the plan's enrolled actuary. The assumptions are based on plan experience and plan sponsor guidance and are reviewed periodically. The asset valuation method was selected by the plan sponsor with the actuary's advice and is an acceptable method under the applicable provisions of the Internal Revenue Code and associated regulations.

Expenses

Plan sponsor does not expect to pay administrative expenses from the plan trust during 2022.

Frequency of optional payment forms

100% of single participants are assumed to elect a Single Life Annuity. 100% of married participants are assumed to elect the automatic form of payment.

Marital percentage

88% of participants are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Retirement rates are based on a 2011 Buck study of retirements by employees in the stevedoring industry.

Actives

Age	Assumption
61 & Under	0%
62	16%
63	18%
64	6%
65	8%
66	18%
67	33%
68	15%
69	10%
70	15%
71 & Over	100%

Eligible Actives are assumed 16% at ages 59 through 61 during the Early Retirement Window during the period July 1, 2019 to June 30, 2022.

Terminated Vested

Age 62 or attained age if greater.

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Schedule SB, Part V - Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Disability rates

None.

Withdrawal rates for active participants not eligible for retirement

None.

Asset valuation method

The Actuarial Value of Assets is market value as of the valuation date, including the discounted value of accrued contributions, reduced by 2/3 of the gain/(loss) for the immediately preceding plan year and reduced by 1/3 of the gain/(loss) for the plan year before that. The gain/(loss) for each period is determined as the actual return on market value during the period less the expected return on market value based on an assumed earnings rate chosen by the actuary but required by current law and regulation to be not greater than the applicable third Segment Rate. The resulting value is constrained to be within a corridor of 90% to 110% of market value, including discounted receivable contributions.

The Actuary's assumption is consistent with the expected long-term rate of return selected by the plan sponsor for accounting purposes. The actuary has considered the plan sponsor's estimates of long-term future experience, and has selected the rate shown below (limited by the applicable 3rd segment rate) for valuation of the plan's assets.

	Actuary's Assumption	Third Segment Rate	Reflecting PPA Limit
2022 Expected Return	7.25%	5.92%	5.92%
2021 Expected Return	7.50%	6.11%	6.11%
2020 Expected Return	7.50%	5.94%	5.94%

Future actuarial measurements

Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the actuarial assumptions, changes expected as part of the natural operation of the methodology used for these measurements, and changes in plan provisions, applicable law or regulations. An analysis of the potential range of such future differences is beyond the scope of this report.

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Schedule SB, Part V - Statement of Actuarial Assumptions/Methods (continued)

Reasonable Assumptions

Actuarial Standard of Practice No. 27 (“ASOP 27”) provides guidance to actuaries when selecting economic assumptions for measuring pension obligations. Actuarial Standard of Practice No. 35 (“ASOP 35”) provides guidance to actuaries when selecting demographic and other noneconomic assumptions for measuring pension obligations. Under these ASOPs, for each assumption that has a significant effect on the measurement and that the actuary has not selected, the actuary should disclose the information and analysis used to support the actuary’s determination that the assumption does not significantly conflict with what, in the actuary’s professional judgment, is reasonable for the purpose of the measurement.

The economic assumptions that have a significant effect on the measurement and that the actuary has not selected are the funding interest rates. The funding interest rates are prescribed by law.

The demographic and other noneconomic assumptions that have a significant effect on the measurement are mortality, future mortality improvement, and retirement rates. The assumptions for mortality and future mortality improvement are prescribed by law. The assumptions for retirement rates, are reasonable given historic gain and loss experience of the plan. The actuary has determined that these demographic and other noneconomic assumptions do not significantly conflict with what, in the actuary’s professional judgment, are reasonable for the purpose of the measurement.

Use of Models

Actuarial Standard of Practice No. 56 (“ASOP 56”) provides guidance to actuaries when performing actuarial services with respect to designing, developing, selecting, modifying, using, reviewing, or evaluating models. Buck uses third-party software in the performance of annual actuarial valuations and projections. The model is intended to calculate the liabilities associated with the provisions of the plan using data and assumptions as of the measurement date under the funding rules and accounting standards specified in this report. Further, the model applies those funding rules and accounting standards to the liabilities derived and other inputs, such as plan assets and contributions, to generate many of the exhibits found in this report. Buck has an extensive review process whereby the results of the liability calculations are checked using detailed sample output, changes from year to year are summarized by source, and significant deviations from expectations are investigated. Other funding and accounting outputs are similarly reviewed in detail and at a high level for accuracy, reasonability and consistency with prior results. Buck also reviews the model when significant changes are made to the software. The review is performed by experts within the company who are familiar with applicable funding and accounting rules as well as the manner in which the model generates its output.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
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Schedule SB, Part V - Statement of Actuarial Assumptions/Methods (continued)

Summary of Changes from the January 1, 2021 Valuation

- The segment interest rates with four-month lookback used for funding purposes were updated to the current valuation date. These rates are constrained in accordance with relevant legislation.
- The mortality tables used for funding purposes were updated with projections specified by IRS Regulation 1.430(h)(3)-1, as amended in IRS Notice 2020-85.
- The changes in assumptions listed above increased the Funding Target by approximately $526,000.
- The actuary's expected rate of return on plan assets was changed from 7.50% to 7.25% as a result of a change in forward-looking expected rates of return by asset category.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.

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Schedule SB, Line 22 - Description of Weighted Average Retirement Age

This table calculates the weighted average retirement age for all active persons in the plan

(1) Age	(2) Expected Active Headcount	(3) Retirement Rate	(4) Expected Retirements (2)*(3)	(5) Weighted Age (1)*(4)
62	22.3619	0.1600	3.5779	221.8304
63	19.6438	0.1800	3.5359	222.7604
64	15.9682	0.0600	0.9581	61.3178
65	14.8832	0.0800	1.1907	77.3927
66	13.5611	0.1800	2.4410	161.1057
67	10.9872	0.3300	3.6258	242.9266
68	7.2430	0.1500	1.0865	73.8790
69	6.0708	0.1000	0.6071	41.8883
70	6.3845	0.1500	0.9577	67.0369
71	5.3350	1.0000	5.3350	378.7839
Total			**23.3155**	**1,548.9216**
Weighted Average Retirement Age = 1548.9216 / 23.3155				**66.43**
Rounded Weighted Average Retirement Age				**66**

Note to Column 2: The Expected Active Headcount for each age includes persons who are eligible to retire and persons who are not eligible to retire at each age.

Note to Column 3: At each age, these retirement rates are a weighted average of the rates shown in Attachment to Part V for active participants eligible to retire at the age and zero for all other active participants.

General note: The table presents values rounded to fewer significant digits than used in the calculation.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
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Schedule SB, Part V - Summary of Plan Provisions

Effective Date

January 1, 2002. Amended and restated effective January 1, 2015. Plan amended December 30, 2019 for negotiated benefit improvements effective July 1, 2019 and later.

Eligibility to participate

Employees who have completed one Year of Service whose terms and conditions of employment are subject to or covered by the collective bargaining agreement with respect to maintenance shop or container yard employees between Hawaii Terminals, Inc. (Horizon Lines, LLC prior to May 29, 2015) and the ILWU Local 142. However, an eligible employee on January 1, 2002 who was a member of the Retirement Plan for Maintenance Shop Employees of Hawaii Stevedores, Inc. ("Former Plan") on December 2, 2001 became a member of this Plan on January 1, 2002.

Service

Year of Service

One Year of Service is earned for completion of 1,000 Hours of Service in the twelve-month period commencing on an employee's hire date and each anniversary thereof.

Credited Vesting Service

One year of Credited Vesting Service is earned for the twelve-month period commencing on an employee's hire date and each anniversary thereof. In addition, Credited Vesting Service includes all vesting service prior to January 1, 2002 credited under the Former Plan. Credited Vesting Service is also earned for eligible leaves of absence to serve as union officials or in the uniformed services.

Credited Benefit Service

One-twelfth of a year of Credited Benefit Service is earned for each month of employment in which the member is eligible to participate in the Plan and had at least one Hour of Service. In addition, all benefit service credited under the Former Plan is included, as well as the month of December 2001 in the case of a member who had at least one Hour of Service during that month and was eligible at January 1, 2002. Credited Benefit Service is also earned for eligible leaves of absence to serve in the uniformed services to the extent required by law.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
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Schedule SB, Part V - Summary of Plan Provisions (continued)

Normal Retirement

Eligibility

Age 62.

Amount of Benefit

The monthly benefit is equal to the greater of (1) and (2) below:

(1) Basic Retirement Income

1/12 of 1% of compensation during Credited Benefit Service prior to January 1, 2004.

(2) Minimum Retirement Income

Years of Credited Benefit Service (up to maximum amounts specified in the plan) times the benefit level in effect on the earlier of the employee's retirement or termination of covered employment.

For active members who retire on or after January 1, 2008 and prior to July 1, 2014:

Effective	Benefit Level	Max. Credited Benefit Service
July 1, 2008	$160	37 years
July 1, 2009	$165	37 years
July 1, 2012	$170	37 years
July 1, 2013	$180	37 years

For active members who retire on or after July 1, 2014:

Effective	Benefit Level	Max. Credited Benefit Service
July 1, 2014	$180	37 years
July 1, 2017	$187.50	37 years
July 1, 2018	$200	37 years
July 1, 2019	$205	37 years
July 1, 2020	$210	37 years
July 1, 2021	$215	37 years

Benefits are based on total service recognized by the bargaining agreement and are net of benefits payable from the Former Plan for any of that service. For Funding purposes in this valuation, Benefit Level increases effective after the Plan Year are not measured.

Members in payment status will receive monthly increases to their benefit shown in the table below. Beneficiaries will receive the applicable benefit percentage of the increased benefit. For Funding purposes in this valuation, additional monthly benefits effective after the Plan Year are not measured.

	Additional Monthly Benefit Effective		
Date of Retirement	7/1/2019	7/1/2020	7/1/2021
Before 7/1/1987	$66/month	$66/month	$66/month
7/1/1987 – 6/30/1999	$70/month	$70/month	$70/month
7/1/1999 – 6/30/2002	$35/month	$35/month	$35/month

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
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Schedule SB, Part V - Summary of Plan Provisions (continued)

Time and Form of Payment

The normal form of benefit is a single life annuity payable beginning on the first of the month coincident with or next following eligibility for normal retirement. The automatic form of payment for a married member is an unreduced 60% joint and survivor annuity. For normal retirements on or after July 1, 2015, the automatic form of payment for a married member is an unreduced 75% joint and survivor annuity. For benefits paid by the Former Plan, the automatic form of payment for married members is a reduced 50% joint and survivor annuity.

Supplemental Normal Retirement Benefit (“Bridge”)

Eligibility

Retirement from active service after age 55 and before Social Security full retirement age.

Amount of Benefit

If age 62 or over, $300 per month. If under age 62, $300 per month actuarially reduced for early retirement.

Time and Form of Payment

Payable from date of retirement to the earlier of Social Security full retirement age or death; if member retires with 25 or more years of Credited Benefit Service and dies prior to Social Security full retirement age, the benefit will continue to an eligible survivor.

Early Retirement

Eligibility

Age 55 and 5 years of Credited Vesting Service, or age 60.

Amount of Benefit

For employees who retire after age 60, or employees who retire after age 55 and completion of 5 or more years of Credited Vesting Service, benefits are the same as for Normal Retirement, but are reduced five-twelfths of 1% for each month by which the Early Retirement Date precedes the Normal Retirement Date. For employees who retire on or after age 55 and before age 60 and have completed at least 3 but less than 5 years of Credited Vesting Service, benefits are equal to the Basic Retirement Income only, reduced by five-twelfths of 1% for each month by which the Early Retirement Date precedes the Normal Retirement Date. Net of the early retirement benefit payable from the Former Plan, reduced 5/9% for each of the first 60 months by which early retirement precedes age 62 and 5/18% for each month over 60.

Time and Form of Payment

Normal form of payment is a single life annuity beginning on any first of the month coincident with or following eligibility for Early Retirement. As for Normal Retirement, the automatic form for married members is an unreduced 60% joint and survivor annuity. For retirements on or after July 1, 2015, the automatic form of payment for a married member is an unreduced 75% joint and survivor annuity.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
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Schedule SB, Part V - Summary of Plan Provisions (continued)

Early Retirement Window

Eligibility

Age 59 years and 6 months and 5 years of Credited Vesting Service.

Amount of Benefit

Benefits based on total service recognized by the bargaining agreement, without the reduction that would otherwise apply to benefits commencing at an Early Retirement Date. Net of the early retirement benefit payable from the Former Plan, reduced 5/9% for each of the first 60 months by which early retirement precedes age 62 and 5/18% for each month over 60.

Time and Form of Payment

Payable to employees who meet eligibility requirements during the period July 1, 2019 to June 30, 2022. Normal form of payment is a single life annuity beginning on any first of the month coincident with or following eligibility for Early Retirement. As for Normal Retirement, the automatic form for married members is an unreduced 75% joint and survivor annuity.

Deferred Retirement

Eligibility

Any time after eligibility for Normal Retirement.

Amount of Benefit

Benefits are the same as for Normal Retirement, using Compensation and Credited Benefit Service earned up to the Deferred Retirement Date. If the retirement date is after the April 1 of the calendar year following the calendar year in which the employee attains age 70-1/2, the deferred retirement benefit is not less than the benefit as of such April 1 with actuarial adjustment for the period following such April 1.

Time and Form of Payment

Normal form of payment is a single life annuity beginning on any first of the month following eligibility for Normal Retirement. As for Normal Retirement, the automatic form for married members is an unreduced 60% joint and survivor annuity. For deferred retirements on or after July 1, 2015, the automatic form of payment for a married member is an unreduced 75% joint and survivor annuity.

Termination

Eligibility

5 years of Credited Vesting Service or attainment of age 60 while an eligible employee to be vested in Normal Retirement benefit; otherwise, 3 years of Credited Vesting Service or attainment of age 55 while an eligible employee to be vested in the Basic Retirement Income (if applicable).

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
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Schedule SB, Part V - Summary of Plan Provisions (continued)

Amount of Benefit

If an employee completes at least 5 years of Credited Vesting Service or terminates after attainment of age 60, the amount of the termination benefit is the same as that earned under the Normal Retirement benefit; otherwise, the benefit is limited to the Basic Retirement Income (if applicable). Normal Retirement benefit based on Benefit Level in effect upon termination.

Time and Form of Payment

Normal form of payment for the termination benefit is a single life annuity beginning at Normal Retirement age. The automatic form for a married member who was not eligible for an immediate early, normal or deferred retirement at termination is a reduced 50% joint and survivor annuity. The member may elect to receive the termination benefit starting any time after eligibility for Early Retirement, but the benefit will be reduced 5/9% for each of the first 60 months by which early retirement precedes age 62 and 5/18% for each month over 60.

Pre-Retirement Surviving Spouse Death Benefit

Eligibility

Eligible for a vested benefit or retirement and married at least one year at time of death.

Amount of Benefit

(1) If active and died before July 1, 2019:
the applicable percentage from Table 1 of the Normal Retirement Benefit.

Table 1

	Spouse's Benefit Percentage for Payments Effective		
Date of Death	**7/1/2019**	**7/1/2020**	**7/1/2021**
Before 7/1/1999	71.73%	73.39%	75.00%
7/1/1999 – 6/30/2002	68.39%	71.72%	75.00%
7/1/2002 – 6/30/2008	68.33%	71.72%	75.00%

(2) If active, age 59 with 25 years of Credited Benefit Service, and not eligible for benefit (1) above:
the applicable percentage from Table 2 of the Normal Retirement Benefit.

Table 2

	Spouse's Benefit Percentage for Payments	
Date of Death	**Before 7/1/2015**	**On or After 7/1/2015**
Before 7/1/1999	50%	70%
7/1/1999 – 6/30/2008	50%	65%
7/1/2008 – 6/30/2011	50%	75%
7/1/2011 – 6/30/2015	60%	75%
7/1/2015 and later	75%	75%

Schedule SB, Part V - Summary of Plan Provisions (continued)

(3) If active, not eligible for benefit in (1) or (2) above, and either
   (a) with at least 5 years of Credited Vesting Service and age 55, or
   (b) with at least 5 years of Credited Vesting Service and with 25 years of Credited Benefit Service, or
   (c) at least age 60:

   The applicable percentage from Table 2 of Normal Retirement Benefit, reduced 5/12 of 1% for each month before age 62, subject to a maximum 35% reduction.

(4) If active, age 55 but not eligible for benefits in (1), (2) or (3) above:
   The applicable percentage from Table 2 of Basic Retirement Income, reduced 5/12 of 1% for each month before age 62.

(5) (a) If active, with at least 3 years of Credited Vesting Service, but not eligible for benefits in (1), (2), (3) or (4) above, or
   (b) if a terminated vested member:

   50% of the reduced 50% Joint & Survivor Early Retirement Benefit that would have been in effect had the member terminated on the date of death (and, if under age 55, survived to age 55).

Time and Form of Payment

The death benefit will be paid for the life of the spouse. Payment will begin on the first of the month next following the employee's death, except in (5) where payments begin when the member would have reached age 55, if later.

Post-Retirement Surviving Spouse Death Benefit

Eligibility

Spouse of a Member who retired from active service and elected an Unreduced Joint and Survivor annuity (automatic form of payment).

Amount of Benefit

The applicable percentage of the Normal Retirement Benefit shown below.

	Spouse's Benefit Percentage for Payments Effective		
Date of Retirement	7/1/2019	7/1/2020	7/1/2021
Before 7/1/1999	71.73%	73.39%	75.00%
7/1/1999 – 6/30/2002	68.39%	71.72%	75.00%
7/1/2002 and later	68.33%	71.72%	75.00%

Time and Form of Payment

The death benefit will be paid for the life of the spouse.

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Schedule SB, Part V - Summary of Plan Provisions (continued)

Pre-Retirement Supplemental Retirement Death Benefit

Eligibility

Dies on or after 7/1/08 in active service as an eligible employee after completion of 25 years of Credited Benefit Service and before Social Security full retirement age with a surviving spouse to whom he was married during the one-year preceding death or eligible dependent child(ren).

Time and Form of Benefit

Monthly payments will begin on the later of first of the month next following the member's death or the date the member, if living, would have reached his earliest retirement date (age 55). Payments end at the date the member, if living, would have attained Social Security full retirement age. Payments are in the same amount that would have been paid as a Supplemental Retirement Benefit to the member, if living, and are paid to the eligible surviving spouse; if the eligible surviving spouse dies before the member's Social Security full retirement age or if there is no eligible surviving spouse, payments are shared equally to eligible dependent children as defined in the plan.

Disability

Eligibility

After six months of disability and determination that the employee is permanently and continuously disabled and unable to perform work for the Company within the Bargaining Unit and is not receiving any other disability benefits from the Company or any worker's compensation.

Amount of Benefit

The greater of the Normal Retirement Benefit earned to Disability Retirement Date, unreduced for early commencement of benefits, or $125.00 per month.

Time and Form of Benefit

Normal form of payment is a single life annuity commencing after six months of disability and a determination of eligibility. The automatic form for married members is an unreduced 60% joint and survivor annuity. For disability retirements after July 1, 2015, the automatic form for married members is an unreduced 75% joint and survivor annuity.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
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Schedule SB, Part V - Summary of Plan Provisions (continued)

Forms of Payment

- Single Life annuity for unmarried members
- Unreduced Joint and Survivor annuity for married members who retire from active service or terminate after retirement eligibility with the surviving spouse percentages shown below:

Retirement Date	Spouse's Benefit Percentage for Payments Before 7/1/15	Spouse's Benefit Percentage for Payments on or after 7/1/15
Before 7/1/99	50%	70%
7/1/99 – 6/30/08	50%	65%
7/1/08 – 6/30/11	50%	75%
7/1/11 – 6/30/15	60%	75%
7/1/15 and later	75%	75%

- Reduced 50% Joint and Survivor annuity for married members who terminate prior to retirement eligibility
- 50% Joint and Survivor annuity
- 75% Joint and Survivor annuity
- 100% Joint and Survivor annuity
- Lump sum payment for repatriating employees hired prior to January 1, 1950
- Lump sum payment or equal monthly installments for disability retirement
- Lump sum payment for employees laid off in certain reductions in workforce
- Lump sum payment if not greater than $5,000 (optional at member's election)

Actuarial Equivalence

The member's life annuity is converted into an actuarially equivalent other form of payment using (except for lump sums) the Unisex Pension 1984 Mortality Table set back two years for members and seven years for contingent annuitants and an interest rate of 6.5% per year.

The lump sum form of payment is calculated as the present value of the accrued benefit payable at Normal Retirement Date (or actual retirement date, if later), using the Internal Revenue Code Section 417(e)(3) assumptions with a lookback month for the applicable interest rate of the November in the preceding plan year. The minimum lump sum payment under a Disability Retirement Benefit is the Basic Retirement Income monthly benefit multiplied by 90.

The Supplemental Retirement Benefit commencing before attainment of age 62 is determined using the 1971 Group Annuity Mortality Table set back one year and an interest rate of 6.0% per year.

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Schedule SB, Part V - Summary of Plan Provisions (continued)

Summary of Changes from the January 1, 2021 Valuation

None.

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.

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Schedule SB, Line 32 - Schedule of Amortization Bases

Type of Base	Present Value of Remaining Installments as of January 1, 2022	Date Established	Remaining Installments	Shortfall Amortization Installment
Shortfall	($898,227)	1/1/2022	15	($83,006)
Shortfall	$69,797	1/1/2021	14	$6,758
Shortfall	($25,348)	1/1/2020	13	($2,584)
Shortfall	$2,142,622	1/1/2019	12	$231,287

Pension Plan for Maintenance Shop and Container Yard Employees of Hawaii Terminals, Inc.
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Schedule SB, Line 24 – Change in Actuarial Assumptions

The actuary's expected rate of return on plan assets was changed from 7.50% to 7.25% as a result of a change in forward-looking expected rates of return by asset category.