

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans 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.	OMB Nos. 1210-0110 1210-0089 2022 This Form is Open to Public Inspection
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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:	<input type="checkbox"/> a multiemployer plan <input type="checkbox"/> a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) <input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a DFE (specify) _____
B This return/report is:	<input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report <input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	<input type="checkbox"/>
D Check box if filing under:	<input checked="" type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> the DFVC program <input type="checkbox"/> special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	<input type="checkbox"/>

Part II	Basic Plan Information —enter all requested information
1a Name of plan RETIREMENT PLAN FOR HOURLY EMPLOYEES OF IFF CHEMICAL HOLDINGS, INC.	1b Three-digit plan number (PN) ▶ 004
	1c Effective date of plan 05/01/1994
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) INTERNATIONAL FLAVORS & FRAGRANCES INC. 521 W 57TH ST NEW YORK, NY 10019-2929	2b Employer Identification Number (EIN) 13-1432060 2c Plan Sponsor's telephone number 212-765-5500 2d Business code (see instructions) 325900

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 accompanying schedules, statements and attachments, 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.	10/11/2023	TRACY RACAVICH
	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
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

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3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor		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		4b EIN 4d PN
5 Total number of participants at the beginning of the plan year		5 91
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year		6a(1) 18
a(2) Total number of active participants at the end of the plan year		6a(2) 13
b Retired or separated participants receiving benefits		6b 56
c Other retired or separated participants entitled to future benefits.....		6c 15
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 84
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 7
f Total. Add lines 6d and 6e		6f 91
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....		6g
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1B		
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)		
a Pension Schedules (1) <input checked="" type="checkbox"/> R (Retirement Plan Information) (2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) <input checked="" type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) <input type="checkbox"/> H (Financial Information) (2) <input checked="" type="checkbox"/> I (Financial Information – Small Plan) (3) <input type="checkbox"/> A (Insurance Information) (4) <input type="checkbox"/> C (Service Provider Information) (5) <input type="checkbox"/> D (DFE/Participating Plan Information) (6) <input type="checkbox"/> G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

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
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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 <u>RETIREMENT PLAN FOR HOURLY EMPLOYEES OF IFF CHEMICAL HOLDINGS, INC.</u>	B Three-digit plan number (PN) ▶ <u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>INTERNATIONAL FLAVORS & FRAGRANCES INC.</u>	D Employer Identification Number (EIN) <u>13-1432060</u>
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2022</u>	
2 Assets:	
a Market value.....	2a <u>13466964</u>
b Actuarial value	2b <u>13344737</u>
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	<u>57</u> <u>7112526</u> <u>7112526</u>
b For terminated vested participants.....	<u>16</u> <u>911531</u> <u>911531</u>
c For active participants.....	<u>18</u> <u>2097999</u> <u>2117751</u>
d Total	<u>91</u> <u>10122056</u> <u>10141808</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>	
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>5.31</u> %
6 Target normal cost	
a Present value of current plan year accruals.....	6a <u>39497</u>
b Expected plan-related expenses	6b <u>55424</u>
c Total (line 6a + line 6b)	6c <u>94921</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		<u>09/28/2023</u>
	Signature of actuary	Date
<u>MICHAEL J. ROZSA</u>	Type or print name of actuary	<u>23-07655</u>
		Most recent enrollment number
<u>BUCK GLOBAL, LLC</u>	Firm name	<u>201-902-2300</u>
		Telephone number (including area code)
<u>200 PLAZA DRIVE</u> <u>SECAUCUS, NJ 07096-1533</u>	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	0
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	0
10 Interest on line 9 using prior year's actual return of <u>0.75</u> %	0	0
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 <u>5.49</u> %.....		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	0

Part III Funding Percentages		
14 Funding target attainment percentage	14	131.58 %
15 Adjusted funding target attainment percentage	15	131.58 %
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	124.96 %
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
	0	0			
			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? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? <input type="checkbox"/> Yes <input type="checkbox"/> 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

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 %	<input type="checkbox"/> 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)	<input checked="" type="checkbox"/> Prescribed - combined <input type="checkbox"/> Prescribed - separate <input type="checkbox"/> 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.	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> 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.	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> 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	94921	
b Excess assets, if applicable, but not greater than line 31a	31b	94921	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	0	
	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	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. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021
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SCHEDULE I (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information—Small Plan This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A Name of plan RETIREMENT PLAN FOR HOURLY EMPLOYEES OF IFF CHEMICAL HOLDINGS, INC.	B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 INTERNATIONAL FLAVORS & FRAGRANCES INC.	D Employer Identification Number (EIN) 13-1432060

Complete Schedule I if the plan covered fewer than 100 participants as of the beginning of the plan year. You may also complete Schedule I if you are filing as a small plan under the 80-120 participant rule (see instructions). Complete Schedule H if reporting as a large plan or DFE.

Part I	Small Plan Financial Information
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Report below the current value of assets and liabilities, income, expenses, transfers and changes in net assets during the plan year. Combine the value of plan assets held in more than one trust. Do not enter the value of the portion of an insurance contract that guarantees during this plan year to pay a specific dollar benefit at a future date. Include all income and expenses of the plan including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. **Round off amounts to the nearest dollar.**

1 Plan Assets and Liabilities:		(a) Beginning of Year	(b) End of Year
a Total plan assets	1a	13466964	10430837
b Total plan liabilities	1b	0	0
c Net plan assets (subtract line 1b from line 1a)	1c	13466964	10430837
2 Income, Expenses, and Transfers for this Plan Year:		(a) Amount	(b) Total
a Contributions received or receivable:			
(1) Employers	2a(1)	0	
(2) Participants	2a(2)	0	
(3) Others (including rollovers)	2a(3)	0	
b Noncash contributions	2b	0	
c Other income	2c	-2491136	
d Total income (add lines 2a(1), 2a(2), 2a(3), 2b, and 2c)	2d		-2491136
e Benefits paid (including direct rollovers)	2e	379493	
f Corrective distributions (see instructions)	2f	0	
g Certain deemed distributions of participant loans (see instructions)	2g	0	
h Administrative service providers (salaries, fees, and commissions)	2h	202498	
i Other expenses	2i	0	
j Total expenses (add lines 2e, 2f, 2g, 2h, and 2i)	2j		581991
k Net income (loss) (subtract line 2j from line 2d)	2k		-3073127
l Transfers to (from) the plan (see instructions)	2l		37000

3 Specific Assets: If the plan held assets at any time during the plan year in any of the following categories, check "Yes" and enter the current value of any assets remaining in the plan as of the end of the plan year. Allocate the value of the plan's interest in a commingled trust containing the assets of more than one plan on a line-by-line basis unless the trust meets one of the specific exceptions described in the instructions.

		Yes	No	Amount
a Partnership/joint venture interests	3a		X	
b Employer real property	3b		X	
c Real estate (other than employer real property)	3c		X	
d Employer securities	3d		X	
e Participant loans	3e		X	
f Loans (other than to participants)	3f		X	
g Tangible personal property	3g		X	

Part II Compliance Questions

4 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? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
4a		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of plan year or classified during the year as uncollectible? Disregard participant loans secured by the participant's account balance.		X	
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible?		X	
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a.)		X	
4d		X	
e Was the plan covered by a fidelity bond?	X		10000000
4e	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4h		X	
i Did the plan at any time hold 20% or more of its assets in any single security, debt, mortgage, parcel of real estate, or partnership/joint venture interest?		X	
4i		X	
j Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4j		X	
k Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? If "No," attach an IQPA's report or 2520.104-50 statement. (See instructions on waiver eligibility and conditions.)	X		
4k	X		
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3		X	
4n		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No
 If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b 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.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 511618.

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>► File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2022</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan RETIREMENT PLAN FOR HOURLY EMPLOYEES OF IFF CHEMICAL HOLDINGS, INC.		B Three-digit plan number (PN) ► 004
C Plan sponsor's name as shown on line 2a of Form 5500 INTERNATIONAL FLAVORS & FRAGRANCES INC.		D Employer Identification Number (EIN) 13-1432060
Part I Distributions		
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): _____ Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....		3 0
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)		
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A If the plan is a defined benefit plan, go to line 8.		
5 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 ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....		6a
b Enter the amount contributed by the employer to the plan for this plan year.....		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A		
Part III Amendments		
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... <input type="checkbox"/> Increase <input type="checkbox"/> Decrease <input type="checkbox"/> Both <input checked="" type="checkbox"/> No		
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.		
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... <input type="checkbox"/> Yes <input type="checkbox"/> No		
11 a Does the ESOP hold any preferred stock?..... <input type="checkbox"/> Yes <input type="checkbox"/> No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)..... <input type="checkbox"/> Yes <input type="checkbox"/> No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... <input type="checkbox"/> Yes <input type="checkbox"/> No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2022 v. 220413		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer _____

b EIN _____

c Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer _____

b EIN _____

c Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer _____

b EIN _____

c Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer _____

b EIN _____

c Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer _____

b EIN _____

c Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer _____

b EIN _____

c Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:	14a		
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....		14b	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)			14c
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)			
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:	15a		
a The corresponding number for the plan year immediately preceding the current plan year.....		15b	
b The corresponding number for the second preceding plan year.....			
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:	16a		
a Enter the number of employers who withdrew during the preceding plan year		16b	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....			
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment	<input type="checkbox"/>		

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," 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 _____

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Account Number: 5001003-000
U.S. BANK NATIONAL ASSOCIATION AS
TRUSTEE FOR THE RETIREMENT PLAN FOR
HOURLY EMPLOYEES OF IFF CHEMICAL
HOLDINGS, INC.

This statement is for the period from January 1, 2022 to December 31, 2022

Questions?

If you have any questions regarding your account or this statement, please contact your Account Manager.

Account Manager:
DONALD FENTON
7TH & WASHINGTON
ST. LOUIS, MO 63101
Phone: 314-418-8472
E-mail: donald.fenton@usbank.com



000008984 19 SP 000638399363679 S
INTERNATIONAL FLAVORS & FRAGRANCES
INC.
ATTENTION: SIDNEY CHUA
521 WEST 57TH STREET
NEW YORK, NY 10019-2960

U.S. Bank National Association hereby certifies that the attached statement, furnished pursuant to 29 CFR 2520.103-5(c), is complete and accurate. However, assets marked with *** are excluded from that certification.

By: 
Authorized Signature

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IFF CHEMICAL HOLDINGS - HOURLY EMPL
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MARKET AND COST RECONCILIATION

	12/31/2022 MARKET	12/31/2022 BOOK VALUE
Beginning Market And Cost	13,466,963.84	10,298,032.61
Benefit Activity		
Benefits Payments	- 379,493.02	- 379,493.02
Total Benefit Activity	- 379,493.02	- 379,493.02
Investment Activity		
Interest	216.81	216.81
Realized Gain/Loss	294,714.57	294,714.57
Change In Unrealized Gain/Loss	- 2,790,388.69	.00
Net Accrued Income (Current-Prior)	82.90	82.90
Total Investment Activity	- 2,495,374.41	295,014.28
Plan Expenses		
Administrative Expenses*	- 95,370.07	- 95,370.07
Other Expenses	- 103,096.02	- 103,096.02
Trust Fees	- 4,031.93	- 4,031.93
Total Plan Expenses	- 202,498.02	- 202,498.02
Other Activity		
Transfers In	37,000.00	37,000.00
Miscellaneous Receipts	603.82	603.82
Other Non-Cash Transactions	3,634.76	3,634.76
Total Other Activity	41,238.58	41,238.58
Net Change In Market And Cost	- 3,036,126.87	- 245,738.18
Ending Market And Cost	10,430,836.97	10,052,294.43

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MARKET AND COST RECONCILIATION MESSAGES

* Includes Professional Fees, Contract Administrator Fees and Investment Advisory Fees

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CASH RECONCILIATION

Beginning Cash		.00
Benefit Activity		
Benefits Payments	- 379,493.02	
Total Benefit Activity	- 379,493.02	
Investment Activity		
Interest	216.81	
Cash Equivalent Purchases	- 507,503.47	
Purchases	- 1,525,400.00	
Cash Equivalent Sales	446,873.77	
Sales/Maturities	2,130,200.11	
Total Investment Activity	544,387.22	
Plan Expenses		
Administrative Expenses*	- 95,370.07	
Other Expenses	- 103,096.02	
Trust Fees	- 4,031.93	
Total Plan Expenses	- 202,498.02	
Other Activity		
Transfers In	37,000.00	
Miscellaneous Receipts	603.82	
Total Other Activity	37,603.82	
Net Change In Cash	.00	
Ending Cash	.00	

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CASH RECONCILIATION MESSAGES

* Includes Professional Fees, Contract Administrator Fees and Investment Advisory Fees

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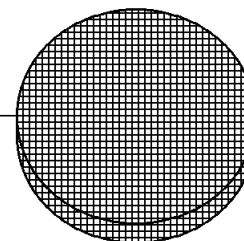
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ASSET SUMMARY

ASSETS	12/31/2022 MARKET	12/31/2022 BOOK VALUE	% OF MARKET
Cash And Equivalents	61,392.07	61,392.07	0.59
Miscellaneous	10,369,361.99	9,990,819.45	99.41
Total Assets	10,430,754.06	10,052,211.52	100.00
Accrued Income	82.91	82.91	0.00
Grand Total	10,430,836.97	10,052,294.43	100.00

Estimated Annual Income **2,517.07**

MISCELLANEOUS



ASSET SUMMARY MESSAGES

Estimated Annual Income is an estimate provided for informational purposes only and should not be relied on for making investment, trading, or tax decisions. The estimates may not represent the actual value earned by your investments and they provide no guarantee of what your investments may earn in the future.

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ASSET DETAIL

DESCRIPTION	SHARES/ FACE AMOUNT	MARKET PRICE/UNIT	BOOK VALUE	UNREALIZED GAIN (LOSS) SINCE INCEPTION/ CURRENT PERIOD	ENDING ACCRUAL	YIELD ON MARKET
Cash And Equivalents						
Money Markets						
First Am Govt Ob Fd Cl Z 31846V567 Asset Minor Code 1	61,392.070	61,392.07 1.0000	61,392.07	.00 .00	82.91	4.06
Total Money Markets	61,392.070	61,392.07	61,392.07	.00 .00	82.91	4.05
Total Cash And Equivalents	61,392.070	61,392.07	61,392.07	.00 .00	82.91	4.05

Miscellaneous

Collective Investment Funds

Ssga Intermed U.S. Govt Bond Indx NI 9SPMTK5Y1 Asset Minor Code 17 Date Last Priced: 11/30/22	105,114.179	2,694,707.09 25.6360 @	2,802,291.44	- 107,584.35 - 244,603.09	.00	0.00
Ssga Long US Government/Credit Bond 9SPMTK5Z8 Asset Minor Code 17 Date Last Priced: 11/30/22	366,644.210	5,567,858.97 15.1860 @	5,577,689.46	- 9,830.49 - 2,019,273.91	.00	0.00
Ssga Russell 3000 (R) Indx NI Fund 9SPMTK604 Asset Minor Code 17 Date Last Priced: 11/30/22	22,596.850	1,062,481.29 47.0190 @	713,934.31	348,546.98 - 324,394.70	.00	0.00
Ssga Msci Acwi Ex USA NI Fund 9SPMTK612 Asset Minor Code 17 Date Last Priced: 11/30/22	44,384.149	1,044,314.64 23.5290 @	896,904.24	147,410.40 - 202,116.99	.00	0.00



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ASSET DETAIL (continued)

DESCRIPTION	SHARES/ FACE AMOUNT	MARKET PRICE/UNIT	BOOK VALUE	UNREALIZED GAIN (LOSS) SINCE INCEPTION/ CURRENT PERIOD	ENDING ACCRUAL	YIELD ON MARKET
Total Collective Investment Funds	538,739.388	10,369,361.99	9,990,819.45	378,542.54 - 2,790,388.69	.00	0.00
Total Miscellaneous	538,739.388	10,369,361.99	9,990,819.45	378,542.54 - 2,790,388.69	.00	0.00
Total Assets	600,131.458	10,430,754.06	10,052,211.52	378,542.54 - 2,790,388.69	82.91	0.02
Accrued Income	.000	82.91	82.91			
Grand Total	600,131.458	10,430,836.97	10,052,294.43			

ASSET DETAIL MESSAGES

Time of trade execution and trading party (if not disclosed) will be provided upon request.

Publicly traded assets are valued in accordance with market quotations or valuation methodologies from financial industry services believed by us to be reliable. Assets that are not publicly traded may be reflected at values from other external sources. Assets for which a current value is not available may be reflected at a previous value or as not valued, at par value, or at a nominal value. Values shown do not necessarily reflect prices at which assets could be bought or sold. Values are updated based on internal policy and may be updated less frequently than statement generation.

For further information, please contact your account manager or relationship manager.

We provide a cash management administrative service for the temporary investment of principal and income balances in your account. The fee for providing this service will not exceed \$0.42 per month for each \$1,000 of the average daily balance invested under the cash management administrative service. The charge for this service has been deducted from your account.

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ASSET DETAIL MESSAGES (continued)

Yield on Market and Accrued Income are estimates provided for informational purposes only and should not be relied on for making investment, trading, or tax decisions. The estimates may not represent the actual value earned by your investments and they provide no guarantee of what your investments may earn in the future.

@ No current price is available.

The asset categories used in this statement may be general in nature. For example, assets listed under the "Mutual Funds" category may include open-end investment companies registered under the Investment Company Act of 1940 (which are commonly known as "mutual funds") but may also include closed-end investment companies, unit investment trusts, common trust funds, collective trust funds or other investments that are registered with (or not subject to registration with) the Securities and Exchange Commission.

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INCOME ACCRUAL DETAIL

SHARES/ FACE AMOUNT	DESCRIPTION	EX DATE	PAY DATE	ANN RATE	BEGINNING ACCRUAL	INCOME EARNED	INCOME RECEIVED	ENDING ACCRUAL
Cash And Equivalents								
61,392.070	First Am Govt Ob Fd CI Z 31846V567		01/03/23	0.04	.01	299.71	216.81	82.91
Total Cash And Equivalents					.01	299.71	216.81	82.91
Grand Total					.01	299.71	216.81	82.91

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BENEFIT ACTIVITY

DATE	DESCRIPTION	CASH	BOOK VALUE	MARKET
Benefit Payments				
ACH Bill Payment				
10/12/2022	Paid To Credit Gateway DDA# XXXXXX6001 Ein/Pn: 131432060/004 Pyc: 1/1/2022	- 8,008.00		
Total ACH Bill Payment		- 8,008.00		
Monthly Pension				
01/03/2022	Paid To Pension Pmts	- 23,927.74		
02/01/2022	Paid To Pension Pmts	- 26,828.15		
02/28/2022	Paid To Pension Pmts	- 3,515.82		
03/01/2022	Paid To Pension Pmts	- 26,828.15		
04/01/2022	Paid To Pension Pmts	- 28,586.06		
05/02/2022	Paid To Pension Pmts	- 28,586.06		
06/01/2022	Paid To Pension Pmts	- 30,861.88		
07/01/2022	Paid To Pension Pmts	- 32,115.11		
07/08/2022	Paid To Pension Pmts	- 698.39		
08/01/2022	Paid To Pension Pmts	- 32,813.50		
09/01/2022	Paid To Pension Pmts	- 34,181.04		
10/03/2022	Paid To Pension Pmts	- 34,181.04		
11/01/2022	Paid To Pension Pmts	- 34,181.04		
12/01/2022	Paid To Pension Pmts	- 34,181.04		
Total Monthly Pension		- 371,485.02		

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BENEFIT ACTIVITY (continued)

DATE	DESCRIPTION	CASH	BOOK VALUE	MARKET
Total Benefit Payments		- 379,493.02		
Total Benefit Activity		- 379,493.02		

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INVESTMENT ACTIVITY

DATE	DESCRIPTION	CASH
Interest		
First Am Govt Ob Fd CI Z		
31846V567		
01/03/2022	Interest From 12/1/21 To 12/31/21	.01
02/01/2022	Interest From 1/1/22 To 1/31/22	.06
03/01/2022	Interest From 2/1/22 To 2/28/22	.44
04/01/2022	Interest From 3/1/22 To 3/31/22	1.60
05/02/2022	Interest From 4/1/22 To 4/30/22	4.08
06/01/2022	Interest From 5/1/22 To 5/31/22	23.07
07/01/2022	Interest From 6/1/22 To 6/30/22	7.18
08/01/2022	Interest From 7/1/22 To 7/31/22	25.33
09/01/2022	Interest From 8/1/22 To 8/31/22	43.53
10/03/2022	Interest From 9/1/22 To 9/30/22	30.50
11/01/2022	Interest From 10/1/22 To 10/31/22	16.15
12/01/2022	Interest From 11/1/22 To 11/30/22	64.86
Total First Am Govt Ob Fd CI Z		216.81
Total Interest		216.81

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PLAN EXPENSES

DATE	DESCRIPTION	CASH
Administrative Expenses		
Contract Administrator Fees		
Administrative Fee		
01/13/2022	Paid To Towers Watson Investment Services Customer# 607728 Inv# 150340021254	- 8,551.74
02/17/2022	Paid To Buck Global LLC Services Rendered During Dec 2021 Inv# Inv-05028581	- 5,783.00
03/04/2022	Paid To Buck Global LLC Services Rendered During Jan 2022 Inv# Inv-05029398	- 2,583.00
03/10/2022	Paid To Buck Global LLC Services Rendered During Feb 2022 Inv# Inv-05030177	- 4,383.00
04/21/2022	Paid To Buck Global LLC Services Rendered During March 2022 Inv# Inv-05031085	- 6,883.00
05/12/2022	Paid To Buck Global LLC Services Rendered During Apr 2022 Inv-05032058	- 2,583.00
06/13/2022	Paid To Buck Global LLC Services Rendered During May 2022 Inv# Inv-05032941	- 3,183.00
06/16/2022	Paid To Towers Watson Investment Services Customer# 607728 Inv# 150340021678	- 8,551.74
07/07/2022	Paid To Towers Watson Investment Services Customer# 607728 Inv# 150340022248	- 8,551.74
07/19/2022	Paid To Buck Global LLC Services Rendered During June 2022 Inv# Inv-05033933	- 3,183.00

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PLAN EXPENSES (continued)

DATE	DESCRIPTION	CASH
08/10/2022	Paid To Buck Global LLC Services Rendered During July 2022 Inv# Inv-05034720	- 2,583.00
09/14/2022	Paid To Buck Global LLC Services Rendered Aug 2022 Inv# Inv-05035601	- 2,583.00
10/12/2022	Paid To Towers Watson Investment Services Customer# 607728 Inv# 150340022900	- 8,551.74
10/13/2022	Paid To Buck Global LLC Services Rendered During September 2022 Inv# Inv-05036523	- 2,583.00
12/14/2022	Paid To Buck Global LLC Services Rendered During Nov 2022 Inv# Inv-05038352	- 2,583.00
Total Administrative Fee		- 73,119.96
Total Contract Administrator Fees		- 73,119.96
Investment Advisory And Management Fees		
Management Fee		
04/25/2022	Paid To - Ssga Intermed U.S. Govt Bond Indx NI	- 3,955.80
04/25/2022	Paid To - Ssga Long US Government/Credit Bond	- 4,000.00
08/04/2022	Paid To - Ssga Intermed U.S. Govt Bond Indx NI	- 1,000.00
08/04/2022	Paid To - Ssga Long US Government/Credit Bond	- 5,498.95
08/04/2022	Paid To - Ssga Russell 3000 (R) Indx NI Fund	- 1,000.00

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PLAN EXPENSES (continued)

DATE	DESCRIPTION	CASH
10/31/2022	Paid To - Ssga Long US Government/Credit Bond 9/22 Statement	- 6,795.36
Total Management Fee		- 22,250.11
Total Investment Advisory And Management Fees		- 22,250.11
Total Administrative Expenses		- 95,370.07
Other Expenses		
Reimbursement For Expenses		
01/05/2022	Paid To International Flavors & Fragrances Pension Reimbursement Nov & Dec 2021	- 103,096.02
Total Reimbursement For Expenses		- 103,096.02
Total Other Expenses		- 103,096.02
Trust Fees		
Trust Fees		
02/23/2022	Collected Charged For Period 12/01/2021 Thru 12/31/2021	- 277.80
02/28/2022	Collected Charged For Period 01/01/2022 Thru 01/31/2022	- 345.06
03/25/2022	Collected Charged For Period 02/01/2022 Thru 02/28/2022	- 347.29
04/26/2022	Collected Charged For Period 03/01/2022 Thru 03/31/2022	- 342.38
05/25/2022	Collected Charged For Period 04/01/2022 Thru 04/30/2022	- 343.22

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PLAN EXPENSES (continued)

DATE	DESCRIPTION	CASH
06/27/2022	Collected Charged For Period 05/01/2022 Thru 05/31/2022	- 333.33
07/26/2022	Collected Charged For Period 06/01/2022 Thru 06/30/2022	- 338.24
08/25/2022	Collected Charged For Period 07/01/2022 Thru 07/31/2022	- 345.45
09/26/2022	Collected Charged For Period 08/01/2022 Thru 08/31/2022	- 339.77
10/25/2022	Collected Charged For Period 09/01/2022 Thru 09/30/2022	- 343.82
11/28/2022	Collected Charged For Period 10/01/2022 Thru 10/31/2022	- 338.95
12/27/2022	Collected Charged For Period 11/01/2022 Thru 11/30/2022	- 336.62
Total Trust Fees		- 4,031.93
Total Trust Fees		- 4,031.93
Total Plan Expenses		- 202,498.02

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OTHER ACTIVITY

DATE	DESCRIPTION	CASH
Transfers In		
Incoming Wires		
02/16/2022	Ssga Prk Clearing Account	102,000.00
03/09/2022	Reversal Ssga Prk Clearing Account	- 102,000.00
04/20/2022	Ssga Distribution	92,250.00
05/06/2022	Reversal Ssga Distribution	- 92,250.00
07/06/2022	Ssga Prk Clearing Account	55,900.00
07/28/2022	Ssga Prk Clearing Account	44,500.00
08/04/2022	Reversal Ssga Prk Clearing Account	- 55,900.00
09/09/2022		36,000.00
10/28/2022	Reversal Ssga Prk Clearing Account	- 44,500.00
10/31/2022	Reversal	- 36,000.00
12/28/2022	Ssga Prk Clearing Account	37,000.00
Total Incoming Wires		37,000.00
Total Transfers In		37,000.00
Miscellaneous Receipts		
Redep Of Uncashed Ben Pay Chks		
10/31/2022	Paid From Account # 000015126800	603.82
Total Redep Of Uncashed Ben Pay Chks		603.82

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OTHER ACTIVITY (continued)

DATE	DESCRIPTION	CASH
Total Miscellaneous Receipts		603.82
Total Other Activity		37,603.82

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CORPORATE CHANGES AND ADJUSTMENTS

DATE	DESCRIPTION	SHARES OR FACE AMOUNT	BOOK VALUE	MARKET VALUE	REALIZED/ UNREALIZED GAIN/LOSS
Adjustments					
06/29/2022	Book Value Of Ssga Long US Government/Credit Bond Adjusted By 3,634.76 USD Old: 5,553,911.80 USD/New: 5,557,546.56 USD 9SPMTK5Z8	.00	3,634.76	.00	- 3,634.76
Total Adjustments		.00	3,634.76	.00	- 3,634.76
Total Corporate Changes And Adjustments		.00	3,634.76	.00	- 3,634.76

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PURCHASES

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	CASH	BOOK VALUE
Cash And Equivalents					
01/04/2022	Purchased 103,834.61 Units Of First Am Govt Ob Fd CI Z Trade Date 1/4/22 31846V567	103,834.610	.00	- 103,834.61	103,834.61
02/16/2022	Purchased 67,358.76 Units Of First Am Govt Ob Fd CI Z Trade Date 2/16/22 31846V567	67,358.760	.00	- 67,358.76	67,358.76
03/02/2022	Purchased 0.44 Units Of First Am Govt Ob Fd CI Z Trade Date 3/2/22 31846V567	.440	.00	- .44	.44
04/20/2022	Purchased 86,961.62 Units Of First Am Govt Ob Fd CI Z Trade Date 4/20/22 31846V567	86,961.620	.00	- 86,961.62	86,961.62
04/26/2022	Purchased 45,657.62 Units Of First Am Govt Ob Fd CI Z Trade Date 4/26/22 31846V567	45,657.620	.00	- 45,657.62	45,657.62
05/03/2022	Purchased 4.08 Units Of First Am Govt Ob Fd CI Z Trade Date 5/3/22 31846V567	4.080	.00	- 4.08	4.08
06/02/2022	Purchased 23.07 Units Of First Am Govt Ob Fd CI Z Trade Date 6/2/22 31846V567	23.070	.00	- 23.07	23.07

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PURCHASES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	CASH	BOOK VALUE
07/06/2022	Purchased 29,113.23 Units Of First Am Govt Ob Fd CI Z Trade Date 7/6/22 31846V567	29,113.230	.00	- 29,113.23	29,113.23
07/29/2022	Purchased 44,500 Units Of First Am Govt Ob Fd CI Z Trade Date 7/29/22 31846V567	44,500.000	.00	- 44,500.00	44,500.00
08/02/2022	Purchased 25.33 Units Of First Am Govt Ob Fd CI Z Trade Date 8/2/22 31846V567	25.330	.00	- 25.33	25.33
09/12/2022	Purchased 26,987.73 Units Of First Am Govt Ob Fd CI Z Trade Date 9/12/22 31846V567	26,987.730	.00	- 26,987.73	26,987.73
10/12/2022	Purchased 10,554.68 Units Of First Am Govt Ob Fd CI Z Trade Date 10/12/22 31846V567	10,554.680	.00	- 10,554.68	10,554.68
10/31/2022	Purchased 603.82 Units Of First Am Govt Ob Fd CI Z Trade Date 10/31/22 31846V567	603.820	.00	- 603.82	603.82
11/07/2022	Purchased 27,566.79 Units Of First Am Govt Ob Fd CI Z Trade Date 11/7/22 31846V567	27,566.790	.00	- 27,566.79	27,566.79

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PURCHASES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	CASH	BOOK VALUE
12/06/2022	Purchased 27,311.66 Units Of First Am Govt Ob Fd CI Z Trade Date 12/6/22 31846V567	27,311.660	.00	- 27,311.66	27,311.66
12/21/2022	Purchased 0.03 Units Of First Am Govt Ob Fd CI Z Trade Date 12/21/22 31846V567	.030	.00	- .03	.03
12/29/2022	Purchased 37,000 Units Of First Am Govt Ob Fd CI Z Trade Date 12/29/22 31846V567	37,000.000	.00	- 37,000.00	37,000.00
Total First Am Govt Ob Fd CI Z		507,503.470	.00	- 507,503.47	507,503.47
Total Cash And Equivalents		507,503.470	.00	- 507,503.47	507,503.47
Miscellaneous					
02/01/2022	Purchased 543.262 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 1/4/22 Purchased Through Direct From Issuer 9SPMTK5Y1	543.262	.00	- 15,000.00	15,000.00
03/01/2022	Purchased 292.248 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 2/2/22 Purchased Through Direct From Issuer 9SPMTK5Y1	292.248	.00	- 8,000.00	8,000.00

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PURCHASES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	CASH	BOOK VALUE
04/01/2022	Purchased 1,507.921 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 3/2/22 Purchased Through Direct From Issuer 9SPMTK5Y1	1,507.921	.00	- 41,000.00	41,000.00
04/01/2022	Purchased 188.259 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 3/31/22 Purchased Through Direct From Issuer 9SPMTK5Y1	188.259	.00	- 5,000.00	5,000.00
08/01/2022	Purchased 152.544 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 6/2/22 Purchased Through Direct From Issuer 9SPMTK5Y1	152.544	.00	- 4,000.00	4,000.00
10/01/2022	Purchased 1,851.642 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 7/29/22 Purchased Through Direct From Issuer 9SPMTK5Y1	1,851.642	.00	- 49,000.00	49,000.00
10/01/2022	Purchased 608.157 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 8/2/22 Purchased Through Direct From Issuer 9SPMTK5Y1	608.157	.00	- 16,000.00	16,000.00
12/01/2022	Purchased 4,562.863 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 11/30/22 Purchased Through Direct From Issuer 9SPMTK5Y1	4,562.863	.00	- 117,000.00	117,000.00

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PURCHASES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	CASH	BOOK VALUE
Total Ssga Intermed U.S. Govt Bond Indx NI		9,706.896	.00	- 255,000.00	255,000.00
01/01/2022	Purchased 2,391.391 Units Of Ssga Long US Government/Credit Bond Trade Date 12/31/21 Purchased Through Direct From Issuer 9SPMTK5Z8	2,391.391	.00	- 49,000.00	49,000.00
02/01/2022	Purchased 665.741 Units Of Ssga Long US Government/Credit Bond Trade Date 1/31/22 Purchased Through Direct From Issuer 9SPMTK5Z8	665.741	.00	- 13,000.00	13,000.00
03/01/2022	Purchased 2,758.762 Units Of Ssga Long US Government/Credit Bond Trade Date 2/2/22 Purchased Through Direct From Issuer 9SPMTK5Z8	2,758.762	.00	- 54,000.00	54,000.00
03/01/2022	Purchased 3,521.127 Units Of Ssga Long US Government/Credit Bond Trade Date 2/28/22 Purchased Through Direct From Issuer 9SPMTK5Z8	3,521.127	.00	- 67,000.00	67,000.00
04/01/2022	Purchased 7,755.808 Units Of Ssga Long US Government/Credit Bond Trade Date 3/31/22 Purchased Through Direct From Issuer 9SPMTK5Z8	7,755.808	.00	- 142,000.00	142,000.00

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PURCHASES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	CASH	BOOK VALUE
05/01/2022	Purchased 7,477.466 Units Of Ssga Long US Government/Credit Bond Trade Date 4/29/22 Purchased Through Direct From Issuer 9SPMTK5Z8	7,477.466	.00	- 124,000.00	124,000.00
06/01/2022	Purchased 1,763.062 Units Of Ssga Long US Government/Credit Bond Trade Date 5/3/22 Purchased Through Direct From Issuer 9SPMTK5Z8	1,763.062	.00	- 29,000.00	29,000.00
08/01/2022	Purchased 2,845.725 Units Of Ssga Long US Government/Credit Bond Trade Date 6/2/22 Purchased Through Direct From Issuer 9SPMTK5Z8	2,845.725	.00	- 47,000.00	47,000.00
10/01/2022	Purchased 842.055 Units Of Ssga Long US Government/Credit Bond Trade Date 8/2/22 Purchased Through Direct From Issuer 9SPMTK5Z8	842.055	.00	- 14,000.00	14,000.00
10/01/2022	Purchased 1,507.54 Units Of Ssga Long US Government/Credit Bond Trade Date 8/31/22 Purchased Through Direct From Issuer 9SPMTK5Z8	1,507.540	.00	- 24,000.00	24,000.00
10/01/2022	Purchased 381.461 Units Of Ssga Long US Government/Credit Bond Trade Date 9/2/22 Purchased Through Direct From Issuer 9SPMTK5Z8	381.461	.00	- 6,000.00	6,000.00

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PURCHASES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	CASH	BOOK VALUE
10/01/2022	Purchased 3,014.938 Units Of Ssga Long US Government/Credit Bond Trade Date 9/30/22 Purchased Through Direct From Issuer 9SPMTK5Z8	3,014.938	.00	- 44,000.00	44,000.00
11/01/2022	Purchased 746.218 Units Of Ssga Long US Government/Credit Bond Trade Date 10/4/22 Purchased Through Direct From Issuer 9SPMTK5Z8	746.218	.00	- 11,100.00	11,100.00
11/01/2022	Purchased 6,649.639 Units Of Ssga Long US Government/Credit Bond Trade Date 10/31/22 Purchased Through Direct From Issuer 9SPMTK5Z8	6,649.639	.00	- 93,500.00	93,500.00
12/01/2022	Purchased 1,662.295 Units Of Ssga Long US Government/Credit Bond Trade Date 11/2/22 Purchased Through Direct From Issuer 9SPMTK5Z8	1,662.295	.00	- 23,500.00	23,500.00
Total Ssga Long US Government/Credit Bond		43,983.228	.00	- 741,100.00	741,100.00
01/01/2022	Purchased 705.454 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 12/2/21 Purchased Through Direct From Issuer 9SPMTK612	705.454	.00	- 19,000.00	19,000.00

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PURCHASES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	CASH	BOOK VALUE
02/01/2022	Purchased 107.558 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 1/4/22 Purchased Through Direct From Issuer 9SPMTK612	107.558	.00	- 3,000.00	3,000.00
02/01/2022	Purchased 262.104 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 1/31/22 Purchased Through Direct From Issuer 9SPMTK612	262.104	.00	- 7,000.00	7,000.00
03/01/2022	Purchased 459.19 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 2/28/22 Purchased Through Direct From Issuer 9SPMTK612	459.190	.00	- 12,000.00	12,000.00
05/01/2022	Purchased 303.111 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 4/4/22 Purchased Through Direct From Issuer 9SPMTK612	303.111	.00	- 8,000.00	8,000.00
05/01/2022	Purchased 853.971 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 4/29/22 Purchased Through Direct From Issuer 9SPMTK612	853.971	.00	- 21,000.00	21,000.00
06/01/2022	Purchased 846.842 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 5/31/22 Purchased Through Direct From Issuer 9SPMTK612	846.842	.00	- 21,000.00	21,000.00

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PURCHASES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	CASH	BOOK VALUE
08/01/2022	Purchased 793.581 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 6/30/22 Purchased Through Direct From Issuer 9SPMTK612	793.581	.00	- 18,000.00	18,000.00
10/01/2022	Purchased 1,479.887 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 7/5/22 Purchased Through Direct From Issuer 9SPMTK612	1,479.887	.00	- 33,000.00	33,000.00
10/01/2022	Purchased 336.09 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 7/29/22 Purchased Through Direct From Issuer 9SPMTK612	336.090	.00	- 7,882.66	7,882.66
10/01/2022	Purchased 218.186 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 7/29/22 Purchased Through Direct From Issuer 9SPMTK612	218.186	.00	- 5,117.34	5,117.34
10/01/2022	Purchased 1,440.016 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 9/30/22 Purchased Through Direct From Issuer 9SPMTK612	1,440.016	.00	- 29,428.16	29,428.16
10/01/2022	Purchased 419.448 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 9/30/22 Purchased Through Direct From Issuer 9SPMTK612	419.448	.00	- 8,571.84	8,571.84

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PURCHASES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	CASH	BOOK VALUE
Total Ssga Msci Acwi Ex USA NI Fund		8,225.438	.00	- 193,000.00	193,000.00
01/01/2022	Purchased 246.502 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 12/2/21 Purchased Through Direct From Issuer 9SPMTK604	246.502	.00	- 13,000.00	13,000.00
02/01/2022	Purchased 272.777 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 1/4/22 Purchased Through Direct From Issuer 9SPMTK604	272.777	.00	- 15,000.00	15,000.00
02/01/2022	Purchased 1,513.534 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 1/31/22 Purchased Through Direct From Issuer 9SPMTK604	1,513.534	.00	- 78,000.00	78,000.00
03/01/2022	Purchased 238.839 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 2/28/22 Purchased Through Direct From Issuer 9SPMTK604	238.839	.00	- 12,000.00	12,000.00
05/01/2022	Purchased 609.489 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 4/4/22 Purchased Through Direct From Issuer 9SPMTK604	609.489	.00	- 32,000.00	32,000.00

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PURCHASES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	CASH	BOOK VALUE
05/01/2022	Purchased 381.122 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 4/29/22 Purchased Through Direct From Issuer 9SPMTK604	381.122	.00	- 18,000.00	18,000.00
06/01/2022	Purchased 125.623 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 5/3/22 Purchased Through Direct From Issuer 9SPMTK604	125.623	.00	- 6,000.00	6,000.00
06/01/2022	Purchased 508.754 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 5/31/22 Purchased Through Direct From Issuer 9SPMTK604	508.754	.00	- 24,000.00	24,000.00
08/01/2022	Purchased 670.846 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 6/30/22 Purchased Through Direct From Issuer 9SPMTK604	670.846	.00	- 29,000.00	29,000.00
10/01/2022	Purchased 455.944 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 7/5/22 Purchased Through Direct From Issuer 9SPMTK604	455.944	.00	- 20,000.00	20,000.00
10/01/2022	Purchased 395.517 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 8/31/22 Purchased Through Direct From Issuer 9SPMTK604	395.517	.00	- 18,000.00	18,000.00

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PURCHASES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	CASH	BOOK VALUE
10/01/2022	Purchased 221.764 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 9/2/22 Purchased Through Direct From Issuer 9SPMTK604	221.764	.00	- 10,000.00	10,000.00
11/01/2022	Purchased 486.923 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 10/4/22 Purchased Through Direct From Issuer 9SPMTK604	486.923	.00	- 21,300.00	21,300.00
12/01/2022	Purchased 850.71 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 11/30/22 Purchased Through Direct From Issuer 9SPMTK604	850.710	.00	- 40,000.00	40,000.00
Total Ssga Russell 3000 (R) Indx NI Fund		6,978.344	.00	- 336,300.00	336,300.00
Total Miscellaneous		68,893.906	.00	- 1,525,400.00	1,525,400.00
Total Purchases		576,397.376	.00	- 2,032,903.47	2,032,903.47

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SALES AND MATURITIES

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
Cash And Equivalents						
01/03/2022	Sold 762.34 Units Of First Am Govt Ob Fd CI Z Trade Date 1/3/22 31846V567	- 762.340	.00	762.34	- 762.34	.00
01/05/2022	Sold 103,096.02 Units Of First Am Govt Ob Fd CI Z Trade Date 1/5/22 31846V567	- 103,096.020	.00	103,096.02	- 103,096.02	.00
01/13/2022	Sold 738.59 Units Of First Am Govt Ob Fd CI Z Trade Date 1/13/22 31846V567	- 738.590	.00	738.59	- 738.59	.00
02/17/2022	Sold 5,783 Units Of First Am Govt Ob Fd CI Z Trade Date 2/17/22 31846V567	- 5,783.000	.00	5,783.00	- 5,783.00	.00
02/23/2022	Sold 277.8 Units Of First Am Govt Ob Fd CI Z Trade Date 2/23/22 31846V567	- 277.800	.00	277.80	- 277.80	.00
02/28/2022	Sold 3,860.88 Units Of First Am Govt Ob Fd CI Z Trade Date 2/28/22 31846V567	- 3,860.880	.00	3,860.88	- 3,860.88	.00
03/01/2022	Sold 26,828.15 Units Of First Am Govt Ob Fd CI Z Trade Date 3/1/22 31846V567	- 26,828.150	.00	26,828.15	- 26,828.15	.00

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SALES AND MATURITIES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
03/04/2022	Sold 2,583 Units Of First Am Govt Ob Fd CI Z Trade Date 3/4/22 31846V567	- 2,583.000	.00	2,583.00	- 2,583.00	.00
03/10/2022	Sold 4,383 Units Of First Am Govt Ob Fd CI Z Trade Date 3/10/22 31846V567	- 4,383.000	.00	4,383.00	- 4,383.00	.00
03/25/2022	Sold 347.29 Units Of First Am Govt Ob Fd CI Z Trade Date 3/25/22 31846V567	- 347.290	.00	347.29	- 347.29	.00
04/01/2022	Sold 23,296.08 Units Of First Am Govt Ob Fd CI Z Trade Date 4/1/22 31846V567	- 23,296.080	.00	23,296.08	- 23,296.08	.00
04/21/2022	Sold 6,883 Units Of First Am Govt Ob Fd CI Z Trade Date 4/21/22 31846V567	- 6,883.000	.00	6,883.00	- 6,883.00	.00
04/25/2022	Sold 46,000 Units Of First Am Govt Ob Fd CI Z Trade Date 4/25/22 31846V567	- 46,000.000	.00	46,000.00	- 46,000.00	.00
05/02/2022	Sold 28,586.06 Units Of First Am Govt Ob Fd CI Z Trade Date 5/2/22 31846V567	- 28,586.060	.00	28,586.06	- 28,586.06	.00

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DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
05/12/2022	Sold 2,583 Units Of First Am Govt Ob Fd CI Z Trade Date 5/12/22 31846V567	- 2,583.000	.00	2,583.00	- 2,583.00	.00
05/25/2022	Sold 343.22 Units Of First Am Govt Ob Fd CI Z Trade Date 5/25/22 31846V567	- 343.220	.00	343.22	- 343.22	.00
06/01/2022	Sold 30,861.88 Units Of First Am Govt Ob Fd CI Z Trade Date 6/1/22 31846V567	- 30,861.880	.00	30,861.88	- 30,861.88	.00
06/13/2022	Sold 3,183 Units Of First Am Govt Ob Fd CI Z Trade Date 6/13/22 31846V567	- 3,183.000	.00	3,183.00	- 3,183.00	.00
06/16/2022	Sold 8,551.74 Units Of First Am Govt Ob Fd CI Z Trade Date 6/16/22 31846V567	- 8,551.740	.00	8,551.74	- 8,551.74	.00
06/27/2022	Sold 333.33 Units Of First Am Govt Ob Fd CI Z Trade Date 6/27/22 31846V567	- 333.330	.00	333.33	- 333.33	.00
07/01/2022	Sold 5,321.16 Units Of First Am Govt Ob Fd CI Z Trade Date 7/1/22 31846V567	- 5,321.160	.00	5,321.16	- 5,321.16	.00

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07/07/2022	Sold 8,551.74 Units Of First Am Govt Ob Fd CI Z Trade Date 7/7/22 31846V567	- 8,551.740	.00	8,551.74	- 8,551.74	.00
07/08/2022	Sold 698.39 Units Of First Am Govt Ob Fd CI Z Trade Date 7/8/22 31846V567	- 698.390	.00	698.39	- 698.39	.00
07/19/2022	Sold 3,183 Units Of First Am Govt Ob Fd CI Z Trade Date 7/19/22 31846V567	- 3,183.000	.00	3,183.00	- 3,183.00	.00
07/26/2022	Sold 338.24 Units Of First Am Govt Ob Fd CI Z Trade Date 7/26/22 31846V567	- 338.240	.00	338.24	- 338.24	.00
08/01/2022	Sold 32,813.5 Units Of First Am Govt Ob Fd CI Z Trade Date 8/1/22 31846V567	- 32,813.500	.00	32,813.50	- 32,813.50	.00
08/10/2022	Sold 2,583 Units Of First Am Govt Ob Fd CI Z Trade Date 8/10/22 31846V567	- 2,583.000	.00	2,583.00	- 2,583.00	.00
08/25/2022	Sold 345.45 Units Of First Am Govt Ob Fd CI Z Trade Date 8/25/22 31846V567	- 345.450	.00	345.45	- 345.45	.00

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DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
09/01/2022	Sold 25,125.24 Units Of First Am Govt Ob Fd CI Z Trade Date 9/1/22 31846V567	- 25,125.240	.00	25,125.24	- 25,125.24	.00
09/14/2022	Sold 2,583 Units Of First Am Govt Ob Fd CI Z Trade Date 9/14/22 31846V567	- 2,583.000	.00	2,583.00	- 2,583.00	.00
09/26/2022	Sold 339.77 Units Of First Am Govt Ob Fd CI Z Trade Date 9/26/22 31846V567	- 339.770	.00	339.77	- 339.77	.00
10/03/2022	Sold 24,064.96 Units Of First Am Govt Ob Fd CI Z Trade Date 10/3/22 31846V567	- 24,064.960	.00	24,064.96	- 24,064.96	.00
10/13/2022	Sold 2,583 Units Of First Am Govt Ob Fd CI Z Trade Date 10/13/22 31846V567	- 2,583.000	.00	2,583.00	- 2,583.00	.00
10/25/2022	Sold 343.82 Units Of First Am Govt Ob Fd CI Z Trade Date 10/25/22 31846V567	- 343.820	.00	343.82	- 343.82	.00
11/01/2022	Sold 8,231.68 Units Of First Am Govt Ob Fd CI Z Trade Date 11/1/22 31846V567	- 8,231.680	.00	8,231.68	- 8,231.68	.00

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DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
11/28/2022	Sold 338.95 Units Of First Am Govt Ob Fd CI Z Trade Date 11/28/22 31846V567	- 338.950	.00	338.95	- 338.95	.00
12/01/2022	Sold 27,227.84 Units Of First Am Govt Ob Fd CI Z Trade Date 12/1/22 31846V567	- 27,227.840	.00	27,227.84	- 27,227.84	.00
12/14/2022	Sold 2,583 Units Of First Am Govt Ob Fd CI Z Trade Date 12/14/22 31846V567	- 2,583.000	.00	2,583.00	- 2,583.00	.00
12/21/2022	Long-Term Capital Gain Div First Am Govt Ob Fd CI Z Ltcg Payable 12/21/22 31846V567	.000	.00	.03	.00	.03
12/27/2022	Sold 336.62 Units Of First Am Govt Ob Fd CI Z Trade Date 12/27/22 31846V567	- 336.620	.00	336.62	- 336.62	.00
Total First Am Govt Ob Fd CI Z		- 446,873.740	.00	446,873.77	- 446,873.74	.03
Total Cash And Equivalents		- 446,873.740	.00	446,873.77	- 446,873.74	.03

Miscellaneous

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DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
01/01/2022	Sold 396.997 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 12/30/21 Sold Through Direct From Issuer 9SPMTK5Y1	- 396.997	.00	11,000.00	- 10,600.32	399.68
01/01/2022	Sold 685.549 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 12/31/21 Sold Through Direct From Issuer 9SPMTK5Y1	- 685.549	.00	19,000.00	- 18,305.02	694.98
02/01/2022	Sold 3,581.201 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 1/31/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 3,581.201	.00	98,000.00	- 95,636.66	2,363.34
03/01/2022	Sold 998.779 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 2/14/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 998.779	.00	27,000.00	- 26,674.18	325.82
03/01/2022	Sold 3,340.279 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 2/28/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 3,340.279	.00	91,000.00	- 89,208.14	1,791.86
04/01/2022	Sold 147.198 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 3/14/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 147.198	.00	3,955.80	- 3,932.08	23.72

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05/01/2022	Sold 913.451 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 4/14/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 913.451	.00	24,000.00	- 24,400.70	- 400.70
05/01/2022	Sold 6,239.204 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 4/29/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 6,239.204	.00	163,000.00	- 166,665.70	- 3,665.70
06/01/2022	Sold 230.22 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 5/3/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 230.220	.00	6,000.00	- 6,149.79	- 149.79
06/01/2022	Sold 836.267 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 5/31/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 836.267	.00	22,000.00	- 22,338.91	- 338.91
08/01/2022	Sold 39.096 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 6/14/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 39.096	.00	1,000.00	- 1,044.33	- 44.33
08/01/2022	Sold 2,148.768 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 6/29/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 2,148.768	.00	55,900.00	- 57,397.85	- 1,497.85

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08/01/2022	Sold 1,493.355 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 6/30/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 1,493.355	.00	39,000.00	- 39,890.47	- 890.47
10/01/2022	Sold 38.005 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 7/5/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 38.005	.00	1,000.00	- 1,015.19	- 15.19
10/01/2022	Sold 417.754 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 7/27/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 417.754	.00	11,000.00	- 11,159.04	- 159.04
10/01/2022	Sold 153.923 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 8/29/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 153.923	.00	4,000.00	- 4,110.60	- 110.60
10/01/2022	Sold 1,426.699 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 8/31/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 1,426.699	.00	37,000.00	- 38,100.77	- 1,100.77
10/01/2022	Sold 616.428 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 9/2/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 616.428	.00	16,000.00	- 16,462.04	- 462.04

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10/01/2022	Sold 1,463.392 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 9/28/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 1,463.392	.00	37,200.00	- 39,080.67	- 1,880.67
10/01/2022	Sold 3,239.058 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 9/30/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 3,239.058	.00	82,000.00	- 86,500.79	- 4,500.79
11/01/2022	Sold 776.723 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 10/4/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 776.723	.00	19,800.00	- 20,742.81	- 942.81
11/01/2022	Sold 1,063.786 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 10/31/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 1,063.786	.00	26,800.00	- 28,408.98	- 1,608.98
12/01/2022	Sold 312.061 Units Of Ssga Intermed U.S. Govt Bond Indx NI Trade Date 11/30/22 Sold Through Direct From Issuer 9SPMTK5Y1	- 312.061	.00	8,000.00	- 8,319.39	- 319.39
Total Ssga Intermed U.S. Govt Bond Indx NI		- 30,558.193	.00	803,655.80	- 816,144.43	- 12,488.63

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DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
01/01/2022	Sold 1,540.61 Units Of Ssga Long US Government/Credit Bond Trade Date 12/2/21 Sold Through Direct From Issuer 9SPMTK5Z8	- 1,540.610	.00	32,000.00	- 23,118.30	8,881.70
02/01/2022	Sold 1,650.908 Units Of Ssga Long US Government/Credit Bond Trade Date 1/4/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 1,650.908	.00	33,000.00	- 24,834.64	8,165.36
03/01/2022	Sold 2,873.257 Units Of Ssga Long US Government/Credit Bond Trade Date 2/14/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 2,873.257	.00	54,000.00	- 43,347.63	10,652.37
04/01/2022	Sold 1,446.945 Units Of Ssga Long US Government/Credit Bond Trade Date 3/2/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 1,446.945	.00	27,000.00	- 21,885.85	5,114.15
04/01/2022	Sold 223.289 Units Of Ssga Long US Government/Credit Bond Trade Date 3/14/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 223.289	.00	4,000.00	- 3,377.37	622.63
05/01/2022	Sold 2,186.835 Units Of Ssga Long US Government/Credit Bond Trade Date 4/4/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 2,186.835	.00	40,000.00	- 33,226.16	6,773.84

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DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
05/01/2022	Sold 2,907.32 Units Of Ssga Long US Government/Credit Bond Trade Date 4/14/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 2,907.320	.00	49,250.00	- 44,173.01	5,076.99
06/01/2022	Sold 1,391.02 Units Of Ssga Long US Government/Credit Bond Trade Date 5/31/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 1,391.020	.00	23,000.00	- 24,817.38	- 1,817.38
08/01/2022	Sold 355.965 Units Of Ssga Long US Government/Credit Bond Trade Date 6/14/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 355.965	.00	5,498.95	- 5,424.22	74.73
08/01/2022	Sold 498.964 Units Of Ssga Long US Government/Credit Bond Trade Date 6/30/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 498.964	.00	8,000.00	- 7,603.26	396.74
10/01/2022	Sold 3,195.084 Units Of Ssga Long US Government/Credit Bond Trade Date 7/5/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 3,195.084	.00	52,000.00	- 48,686.96	3,313.04
10/01/2022	Sold 1,484.579 Units Of Ssga Long US Government/Credit Bond Trade Date 7/27/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 1,484.579	.00	24,500.00	- 22,622.14	1,877.86

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10/01/2022	Sold 1,137.943 Units Of Ssga Long US Government/Credit Bond Trade Date 7/29/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 1,137.943	.00	19,000.00	- 17,340.07	1,659.93
10/01/2022	Sold 434.486 Units Of Ssga Long US Government/Credit Bond Trade Date 9/1/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 434.486	.00	6,795.36	- 6,623.36	172.00
12/01/2022	Sold 7,651.123 Units Of Ssga Long US Government/Credit Bond Trade Date 11/30/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 7,651.123	.00	116,000.00	- 116,395.10	- 395.10
12/01/2022	Sold 1,200.435 Units Of Ssga Long US Government/Credit Bond Trade Date 11/30/22 Sold Through Direct From Issuer 9SPMTK5Z8	- 1,200.435	.00	18,200.00	- 18,261.99	- 61.99
Total Ssga Long US Government/Credit Bond		- 30,178.763	.00	512,244.31	- 461,737.44	50,506.87
01/01/2022	Sold 1,990.59 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 12/30/21 Sold Through Direct From Issuer 9SPMTK612	- 1,990.590	.00	55,000.00	- 39,242.43	15,757.57

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DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
01/01/2022	Sold 469.043 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 12/31/21 Sold Through Direct From Issuer 9SPMTK612	- 469.043	.00	13,000.00	- 9,246.70	3,753.30
03/01/2022	Sold 367.931 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 2/2/22 Sold Through Direct From Issuer 9SPMTK612	- 367.931	.00	10,000.00	- 7,273.96	2,726.04
03/01/2022	Sold 372.204 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 2/14/22 Sold Through Direct From Issuer 9SPMTK612	- 372.204	.00	10,000.00	- 7,358.44	2,641.56
04/01/2022	Sold 389.272 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 3/2/22 Sold Through Direct From Issuer 9SPMTK612	- 389.272	.00	10,000.00	- 7,719.46	2,280.54
04/01/2022	Sold 1,558.712 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 3/31/22 Sold Through Direct From Issuer 9SPMTK612	- 1,558.712	.00	40,872.51	- 30,910.04	9,962.47
04/01/2022	Sold 81.131 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 3/31/22 Sold Through Direct From Issuer 9SPMTK612	- 81.131	.00	2,127.49	- 1,608.87	518.62

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05/01/2022	Sold 390.659 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 4/14/22 Sold Through Direct From Issuer 9SPMTK612	- 390.659	.00	10,000.00	- 7,763.68	2,236.32
06/01/2022	Sold 1,186.24 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 5/3/22 Sold Through Direct From Issuer 9SPMTK612	- 1,186.240	.00	29,000.00	- 23,676.27	5,323.73
08/01/2022	Sold 1,214.575 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 6/2/22 Sold Through Direct From Issuer 9SPMTK612	- 1,214.575	.00	30,000.00	- 24,348.59	5,651.41
10/01/2022	Sold 217.448 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 7/27/22 Sold Through Direct From Issuer 9SPMTK612	- 217.448	.00	5,000.00	- 4,383.92	616.08
10/01/2022	Sold 471.314 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 8/2/22 Sold Through Direct From Issuer 9SPMTK612	- 471.314	.00	11,000.00	- 9,519.97	1,480.03
10/01/2022	Sold 202.004 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 8/31/22 Sold Through Direct From Issuer 9SPMTK612	- 202.004	.00	4,582.80	- 4,080.24	502.56

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10/01/2022	Sold 18.388 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 8/31/22 Sold Through Direct From Issuer 9SPMTK612	- 18.388	.00	417.20	- 371.42	45.78
11/01/2022	Sold 591.549 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 10/4/22 Sold Through Direct From Issuer 9SPMTK612	- 591.549	.00	12,600.00	- 11,953.88	646.12
11/01/2022	Sold 80.121 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 10/27/22 Sold Through Direct From Issuer 9SPMTK612	- 80.121	.00	1,700.00	- 1,619.07	80.93
11/01/2022	Sold 2,209.291 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 10/31/22 Sold Through Direct From Issuer 9SPMTK612	- 2,209.291	.00	46,500.00	- 44,644.82	1,855.18
12/01/2022	Sold 1,742.53 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 11/30/22 Sold Through Direct From Issuer 9SPMTK612	- 1,742.530	.00	41,000.00	- 35,212.63	5,787.37
12/01/2022	Sold 170.003 Units Of Ssga Msci Acwi Ex USA NI Fund Trade Date 11/30/22 Sold Through Direct From Issuer 9SPMTK612	- 170.003	.00	4,000.00	- 3,435.38	564.62

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SALES AND MATURITIES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
Total Ssga Msci Acwi Ex USA NI Fund		- 13,723.005	.00	336,800.00	- 274,369.77	62,430.23
01/01/2022	Sold 1,111.273 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 12/30/21 Sold Through Direct From Issuer 9SPMTK604	- 1,111.273	.00	61,000.00	- 29,279.81	31,720.19
01/01/2022	Sold 310.548 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 12/31/21 Sold Through Direct From Issuer 9SPMTK604	- 310.548	.00	17,000.00	- 8,182.32	8,817.68
03/01/2022	Sold 994.854 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 2/2/22 Sold Through Direct From Issuer 9SPMTK604	- 994.854	.00	52,000.00	- 27,974.07	24,025.93
03/01/2022	Sold 218.172 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 2/14/22 Sold Through Direct From Issuer 9SPMTK604	- 218.172	.00	11,000.00	- 6,134.73	4,865.27
04/01/2022	Sold 79.368 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 3/2/22 Sold Through Direct From Issuer 9SPMTK604	- 79.368	.00	4,000.00	- 2,248.53	1,751.47

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SALES AND MATURITIES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
04/01/2022	Sold 2,004.974 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 3/31/22 Sold Through Direct From Issuer 9SPMTK604	- 2,004.974	.00	104,000.00	- 56,801.77	47,198.23
05/01/2022	Sold 178.902 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 4/14/22 Sold Through Direct From Issuer 9SPMTK604	- 178.902	.00	9,000.00	- 5,180.57	3,819.43
08/01/2022	Sold 439.652 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 6/2/22 Sold Through Direct From Issuer 9SPMTK604	- 439.652	.00	21,000.00	- 13,067.29	7,932.71
08/01/2022	Sold 23.422 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 6/14/22 Sold Through Direct From Issuer 9SPMTK604	- 23.422	.00	1,000.00	- 696.15	303.85
10/01/2022	Sold 86.832 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 7/27/22 Sold Through Direct From Issuer 9SPMTK604	- 86.832	.00	4,000.00	- 2,634.70	1,365.30
10/01/2022	Sold 909.456 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 7/29/22 Sold Through Direct From Issuer 9SPMTK604	- 909.456	.00	43,000.00	- 27,595.16	15,404.84

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SALES AND MATURITIES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
10/01/2022	Sold 405.022 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 8/2/22 Sold Through Direct From Issuer 9SPMTK604	- 405.022	.00	19,000.00	- 12,289.38	6,710.62
10/01/2022	Sold 690.169 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 8/29/22 Sold Through Direct From Issuer 9SPMTK604	- 690.169	.00	32,000.00	- 21,114.06	10,885.94
11/01/2022	Sold 1,179.019 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 10/27/22 Sold Through Direct From Issuer 9SPMTK604	- 1,179.019	.00	51,800.00	- 36,541.73	15,258.27
11/01/2022	Sold 452.114 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 10/31/22 Sold Through Direct From Issuer 9SPMTK604	- 452.114	.00	20,200.00	- 14,012.52	6,187.48
12/01/2022	Sold 541.837 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 11/2/22 Sold Through Direct From Issuer 9SPMTK604	- 541.837	.00	23,500.00	- 16,793.34	6,706.66
12/01/2022	Sold 85.072 Units Of Ssga Russell 3000 (R) Indx NI Fund Trade Date 11/30/22 Sold Through Direct From Issuer 9SPMTK604	- 85.072	.00	4,000.00	- 2,687.80	1,312.20

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SALES AND MATURITIES (continued)

DATE	DESCRIPTION	SHARES/ FACE AMOUNT	COMMISSION	TRANSACTION PROCEEDS	BOOK VALUE	REALIZED GAIN/LOSS
Total Ssga Russell 3000 (R) Indx NI Fund		- 9,710.686	.00	477,500.00	- 283,233.93	194,266.07
Total Miscellaneous		- 84,170.647	.00	2,130,200.11	- 1,835,485.57	294,714.54
Total Sales And Maturities		- 531,044.387	.00	2,577,073.88	- 2,282,359.31	294,714.57

SALES AND MATURITIES MESSAGES

Realized gain/loss should not be used for tax purposes.

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FORM 5500 - ASSETS AND LIABILITIES

	BEGINNING OF YEAR	END OF YEAR
ASSETS		
(A) TOTAL NONINTEREST-BEARING CASH	.00	.00
(B) RECEIVABLES (LESS DOUBTFUL ACCOUNTS)		
(1) EMPLOYERS	.00	.00
(2) PARTICIPANTS	.00	.00
(3) OTHER	.01	82.91
(C) GENERAL INVESTMENTS:		
(1) INTEREST BEARING CASH	.00	.00
(2) U. S. GOVERNMENT SECURITIES	.00	.00
(3) CORPORATE DEBT INSTRUMENTS:		
(a) PREFERRED	.00	.00
(b) ALL OTHER	.00	.00
(4) CORPORATE STOCKS:		
(a) PREFERRED	.00	.00
(b) COMMON	.00	.00
(5) PARTNERSHIP/JOINT VENTURE INTERESTS	.00	.00
(6) REAL ESTATE	.00	.00
(7) LOANS (OTHER THAN TO PARTICIPANTS)	.00	.00
(8) PARTICIPANT LOANS	.00	.00
(9) VALUE OF INT.- COMM/COLL TRUST	13,466,201.49	10,369,361.99
(10) VALUE OF INT.- POOLED SEP ACCTS	.00	.00
(11) VALUE OF INT.- MASTER TRUSTS	.00	.00
(12) VALUE OF INT.- 103-12 ENTITIES	.00	.00
(13) VALUE OF INT.- REGIS INVES CO.	762.34	61,392.07
(14) VALUE OF UNALLOCATED INS. CONTRACTS	.00	.00
(15) OTHER	.00	.00
(D) EMPLOYER-RELATED INVESTMENTS:		
(1) EMPLOYER SECURITIES	.00	.00
(2) EMPLOYER REAL PROPERTY	.00	.00
(E) BUILDINGS AND OTHER PROPERTY	.00	.00
(F) TOTAL ASSETS	13,466,963.84	10,430,836.97
LIABILITIES		
(G) BENEFIT CLAIMS PAYABLE	.00	.00
(H) OPERATING PAYABLES	.00	.00

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FORM 5500 - ASSETS AND LIABILITIES (continued)

	BEGINNING OF YEAR	END OF YEAR
(I) ACQUISITION INDEBTEDNESS	.00	.00
(J) OTHER LIABILITIES	.00	.00
(K) TOTAL LIABILITIES	.00	.00
(L) NET ASSETS	13,466,963.84	10,430,836.97

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FORM 5500 - INCOME AND EXPENSES

	AMOUNT	TOTAL
INCOME		
(A) CONTRIBUTIONS:		
(1) RECEIVED OR RECEIVABLE FROM:		
(a) EMPLOYERS	.00	
(b) PARTICIPANTS	.00	
(c) OTHERS (INCLUDING ROLLOVERS)	.00	
(2) NONCASH CONTRIBUTIONS	.00	
(3) TOTAL CONTRIBUTIONS		.00
(B) EARNINGS ON INVESTMENTS:		
(1) INTEREST:		
(a) INTEREST-BEARING CASH	.00	
(b) U.S. GOVERNMENT SECURITIES	.00	
(c) CORPORATE DEBT INSTRUMENTS	.00	
(d) LOANS (OTHER THAN TO PARTICIPANTS)	.00	
(e) PARTICIPANT LOANS	.00	
(f) OTHER	.00	
(g) TOTAL INTEREST		.00
(2) DIVIDENDS:		
(a) PREFERRED STOCK	.00	
(b) COMMON STOCK	.00	
(c) REGISTERED INVESTMENT COMPANY SHARES	299.71	
(d) TOTAL DIVIDENDS		299.71
(3) RENTS		.00
(4) NET GAIN (LOSS) ON SALE OF ASSETS:		
(a) AGGREGATE PROCEEDS	.00	
(b) AGGREGATE CARRYING AMOUNT	.00	
(c) NET GAIN (LOSS)		.00
(5) UNREALIZED APPRE (DEPRE) OF ASSETS		
(a) REAL ESTATE	.00	
(b) OTHER	.00	
(c) TOTAL UNREALIZED APPRE OF ASSETS		.00
(6) NET INV. G/L - COMM/COLL TRUSTS		- 2,492,039.39
(7) NET INV. G/L - POOLED SEP ACCTS		.00
(8) NET INV. G/L - MASTER TRUSTS		.00
(9) NET INV. G/L - 103-12 INV. ENTITIES		.00

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FORM 5500 - INCOME AND EXPENSES (continued)

	AMOUNT	TOTAL
(10) NET INV. G/L - REG. INVEST. CO.		.03
(C) OTHER INCOME		603.82
(D) TOTAL INCOME		- 2,491,135.83
EXPENSES		
(E) BENEFIT PMTS & PMTS TO PROVIDE BENE		
(1) TO PARTICIPANTS/BENEFICIARIES	- 379,493.02	
(2) TO INSURANCE CARRIERS	.00	
(3) OTHER	.00	
(4) TOTAL BENEFIT PAYMENTS		- 379,493.02
(F) CORRECTIVE DISTRIBUTIONS		.00
(G) DEEMED DISTRIB OF PARTICIPANT LOANS		.00
(H) INTEREST EXPENSE		.00
(I) ADMINISTRATIVE EXPENSES		
(1) PROFESSIONAL FEES	- 4,031.93	
(2) CONTRACT ADMINISTRATOR FEES	- 73,119.96	
(3) INVESTMENT ADVISORY & MGT FEES	- 22,250.11	
(4) OTHER	- 103,096.02	
(5) TOTAL ADMINISTRATIVE EXPENSES		- 202,498.02
(J) TOTAL EXPENSES		- 581,991.04
NET INCOME AND RECONCILIATION		
(K) NET INCOME (LOSS)		- 3,073,126.87
(L) TRANSFERS OF ASSETS		
(1) TO THIS PLAN		37,000.00
(2) FROM THIS PLAN		.00
NET ASSETS AT BEGINNING OF YEAR		13,466,963.84

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FORM 5500 - INCOME AND EXPENSES (continued)

	AMOUNT	TOTAL
NET ASSETS AT END OF YEAR		10,430,836.97

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FORM 5500 - REPORTABLE TRANSACTION SCHEDULE

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
BEGINNING MARKET VALUE					13,466,963.84		
COMPARATIVE VALUE (5%)					673,348.19		
CATEGORY 1 - SINGLE TRANSACTION EXCEEDS 5% OF VALUE							
NO TRANSACTIONS QUALIFIED FOR THIS SECTION							
CATEGORY 2 - SERIES OF TRANSACTIONS WITH SAME BROKER EXCEEDS 5% OF VALUE							
Broker: Direct From Issuer							
01/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 396.997	27.7080		11,000	10,600	400
01/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 685.549	27.7150		19,000	18,305	695
01/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 1,540.610	20.7710		32,000	23,118	8,882
01/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	2,391.391	20.4902		- 49,000	49,000	
01/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 1,111.273	54.8920		61,000	29,280	31,720
01/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 310.548	54.7419		17,000	8,182	8,818
01/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	246.502	52.7379		- 13,000	13,000	
01/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 1,990.590	27.6300		55,000	39,242	15,758
01/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 469.043	27.7160		13,000	9,247	3,753
01/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	705.454	26.9330		- 19,000	19,000	

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FORM 5500 - REPORTABLE TRANSACTION SCHEDULE (continued)

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
02/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 3,581.201	27.3651		98,000	95,637	2,363
02/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI B	543.262	27.6110		- 15,000	15,000	
02/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 1,650.908	19.9890		33,000	24,835	8,165
02/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	665.741	19.5271		- 13,000	13,000	
02/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	272.777	54.9900		- 15,000	15,000	
02/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	1,513.534	51.5350		- 78,000	78,000	
02/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	107.558	27.8919		- 3,000	3,000	
02/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	262.104	26.7070		- 7,000	7,000	
03/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI B	292.248	27.3740		- 8,000	8,000	
03/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 998.779	27.0330		27,000	26,674	326
03/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 3,340.279	27.2432		91,000	89,208	1,792
03/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 2,873.257	18.7940		54,000	43,348	10,652
03/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	2,758.762	19.5740		- 54,000	54,000	
03/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	3,521.127	19.0280		- 67,000	67,000	

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FORM 5500 - REPORTABLE TRANSACTION SCHEDULE (continued)

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
03/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 994.854	52.2690		52,000	27,974	24,026
03/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 218.172	50.4189		11,000	6,135	4,865
03/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	238.839	50.2431		- 12,000	12,000	
03/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 367.931	27.1790		10,000	7,274	2,726
03/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 372.204	26.8670		10,000	7,358	2,642
03/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	459.190	26.1330		- 12,000	12,000	
04/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI B	1,507.921	27.1898		- 41,000	41,000	
04/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI B	188.259	26.5592		- 5,000	5,000	
04/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 147.198	26.8740		3,956	3,932	24
04/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 1,446.945	18.6600		27,000	21,886	5,114
04/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 223.289	17.9140		4,000	3,377	623
04/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	7,755.808	18.3089		- 142,000	142,000	
04/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 79.368	50.3981		4,000	2,249	1,751
04/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 2,004.974	51.8710		104,000	56,802	47,198

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FORM 5500 - REPORTABLE TRANSACTION SCHEDULE (continued)

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
04/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 389.272	25.6890		10,000	7,719	2,281
04/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 1,558.712	26.2220		40,873	30,910	9,962
04/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 81.131	26.2229		2,127	1,609	519
05/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 913.451	26.2740		24,000	24,401	- 401
05/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 6,239.204	26.1251		163,000	166,666	- 3,666
05/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 2,186.835	18.2913		40,000	33,226	6,774
05/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 2,907.320	16.9400		49,250	44,173	5,077
05/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	7,477.466	16.5832		- 124,000	124,000	
05/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 178.902	50.3069		9,000	5,181	3,819
05/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	609.489	52.5030		- 32,000	32,000	
05/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	381.122	47.2290		- 18,000	18,000	
05/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	303.111	26.3930		- 8,000	8,000	
05/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 390.659	25.5978		10,000	7,764	2,236
05/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	853.971	24.5910		- 21,000	21,000	

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FORM 5500 - REPORTABLE TRANSACTION SCHEDULE (continued)

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
06/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 230.220	26.0620		6,000	6,150	- 150
06/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 836.267	26.3074		22,000	22,339	- 339
06/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 1,391.020	16.5346		23,000	24,817	- 1,817
06/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	1,763.062	16.4487		- 29,000	29,000	
06/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	125.623	47.7620		- 6,000	6,000	
06/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	508.754	47.1741		- 24,000	24,000	
06/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 1,186.240	24.4470		29,000	23,676	5,324
06/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	846.842	24.7980		- 21,000	21,000	
08/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI B	152.544	26.2219		- 4,000	4,000	
08/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 39.096	25.5781		1,000	1,044	- 44
08/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 2,148.768	26.0149		55,900	57,398	- 1,498
08/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 1,493.355	26.1157		39,000	39,890	- 890
08/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	2,845.725	16.5160		- 47,000	47,000	
08/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 355.965	15.4480		5,499	5,424	75

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
08/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 498.964	16.0332		8,000	7,603	397
08/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 439.652	47.7651		21,000	13,067	7,933
08/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 23.422	42.6949		1,000	696	304
08/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	670.846	43.2290		- 29,000	29,000	
08/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 1,214.575	24.7000		30,000	24,349	5,651
08/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	793.581	22.6820		- 18,000	18,000	
10/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 38.005	26.3123		1,000	1,015	- 15
10/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 417.754	26.3313		11,000	11,159	- 159
10/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI B	1,851.642	26.4630		- 49,000	49,000	
10/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI B	608.157	26.3090		- 16,000	16,000	
10/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 153.923	25.9870		4,000	4,111	- 111
10/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 1,426.699	25.9340		37,000	38,101	- 1,101
10/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 616.428	25.9560		16,000	16,462	- 462
10/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 1,463.392	25.4204		37,200	39,081	- 1,881

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
10/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 3,239.058	25.3160		82,000	86,501	- 4,501
10/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 3,195.084	16.2750		52,000	48,687	3,313
10/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 1,484.579	16.5030		24,500	22,622	1,878
10/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 1,137.943	16.6968		19,000	17,340	1,660
10/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	842.055	16.6260		- 14,000	14,000	
10/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	1,507.540	15.9200		- 24,000	24,000	
10/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 434.486	15.6400		6,795	6,623	172
10/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	381.461	15.7290		- 6,000	6,000	
10/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	3,014.938	14.5940		- 44,000	44,000	
10/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	455.944	43.8650		- 20,000	20,000	
10/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 86.832	46.0660		4,000	2,635	1,365
10/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 909.456	47.2810		43,000	27,595	15,405
10/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 405.022	46.9110		19,000	12,289	6,711
10/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	395.517	45.5101		- 18,000	18,000	

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
10/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 690.169	46.3655		32,000	21,114	10,886
10/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	221.764	45.0930		- 10,000	10,000	
10/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	1,479.887	22.2990		- 33,000	33,000	
10/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 217.448	22.9940		5,000	4,384	616
10/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	336.090	23.4540		- 7,883	7,883	
10/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	218.186	23.4540		- 5,117	5,117	
10/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 471.314	23.3390		11,000	9,520	1,480
10/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 202.004	22.6867		4,583	4,080	503
10/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 18.388	22.6887		417	371	46
10/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	1,440.016	20.4360		- 29,428	29,428	
10/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund B	419.448	20.4360		- 8,572	8,572	
11/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 776.723	25.4917		19,800	20,743	- 943
11/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 1,063.786	25.1930		26,800	28,409	- 1,609
11/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	746.218	14.8750		- 11,100	11,100	

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
11/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	6,649.639	14.0609		- 93,500	93,500	
11/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	486.923	43.7441		- 21,300	21,300	
11/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 1,179.019	43.9348		51,800	36,542	15,258
11/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 452.114	44.6790		20,200	14,013	6,187
11/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 591.549	21.3000		12,600	11,954	646
11/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 80.121	21.2179		1,700	1,619	81
11/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 2,209.291	21.0475		46,500	44,645	1,855
12/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI B	4,562.863	25.6418		- 117,000	117,000	
12/01/2022	Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI S	- 312.061	25.6360		8,000	8,319	- 319
12/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond B	1,662.295	14.1371		- 23,500	23,500	
12/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 7,651.123	15.1612		116,000	116,395	- 395
12/01/2022	Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond S	- 1,200.435	15.1612		18,200	18,262	- 62
12/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 541.837	43.3710		23,500	16,793	6,707
12/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund B	850.710	47.0195		- 40,000	40,000	

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FORM 5500 - REPORTABLE TRANSACTION SCHEDULE (continued)

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
12/01/2022	Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund S	- 85.072	47.0190		4,000	2,688	1,312
12/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 1,742.530	23.5290		41,000	35,213	5,787
12/01/2022	Issue: 9SPMTK612 - Ssga Msci Acwi Ex USA NI Fund S	- 170.003	23.5290		4,000	3,435	565
Total For Direct From Issuer				0	3,655,600	3,360,885	294,715
GRAND TOTAL				0	3,655,600	3,360,885	294,715

CATEGORY 3 - SERIES OF TRANSACTIONS IN SAME SECURITY EXCEEDS 5% OF VALUE

Issue: 31846V567 - First Am Govt Ob Fd Cl Z

01/04/2022	B	103,834.610	1.0000		- 103,835	103,835
02/16/2022	B	67,358.760	1.0000		- 67,359	67,359
03/02/2022	B	.440	1.0000			
04/20/2022	B	86,961.620	1.0000		- 86,962	86,962
04/26/2022	B	45,657.620	1.0000		- 45,658	45,658
05/03/2022	B	4.080	1.0000		- 4	4
06/02/2022	B	23.070	1.0000		- 23	23
07/06/2022	B	29,113.230	1.0000		- 29,113	29,113
07/29/2022	B	44,500.000	1.0000		- 44,500	44,500
08/02/2022	B	25.330	1.0000		- 25	25
09/12/2022	B	26,987.730	1.0000		- 26,988	26,988

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
10/12/2022	B	10,554.680	1.0000		- 10,555	10,555	
10/31/2022	B	603.820	1.0000		- 604	604	
11/07/2022	B	27,566.790	1.0000		- 27,567	27,567	
12/06/2022	B	27,311.660	1.0000		- 27,312	27,312	
12/21/2022	B	.030	1.0000				
12/29/2022	B	37,000.000	1.0000		- 37,000	37,000	
Total For Buys				0	507,505	507,505	0
01/03/2022	S	- 762.340	1.0000		762	762	
01/05/2022	S	- 103,096.020	1.0000		103,096	103,096	
01/13/2022	S	- 738.590	1.0000		739	739	
02/17/2022	S	- 5,783.000	1.0000		5,783	5,783	
02/23/2022	S	- 277.800	1.0000		278	278	
02/28/2022	S	- 3,860.880	1.0000		3,861	3,861	
03/01/2022	S	- 26,828.150	1.0000		26,828	26,828	
03/04/2022	S	- 2,583.000	1.0000		2,583	2,583	
03/10/2022	S	- 4,383.000	1.0000		4,383	4,383	
03/25/2022	S	- 347.290	1.0000		347	347	
04/01/2022	S	- 23,296.080	1.0000		23,296	23,296	
04/21/2022	S	- 6,883.000	1.0000		6,883	6,883	
04/25/2022	S	- 46,000.000	1.0000		46,000	46,000	
05/02/2022	S	- 28,586.060	1.0000		28,586	28,586	

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
05/12/2022	S	- 2,583.000	1.0000		2,583	2,583	
05/25/2022	S	- 343.220	1.0000		343	343	
06/01/2022	S	- 30,861.880	1.0000		30,862	30,862	
06/13/2022	S	- 3,183.000	1.0000		3,183	3,183	
06/16/2022	S	- 8,551.740	1.0000		8,552	8,552	
06/27/2022	S	- 333.330	1.0000		333	333	
07/01/2022	S	- 5,321.160	1.0000		5,321	5,321	
07/07/2022	S	- 8,551.740	1.0000		8,552	8,552	
07/08/2022	S	- 698.390	1.0000		698	698	
07/19/2022	S	- 3,183.000	1.0000		3,183	3,183	
07/26/2022	S	- 338.240	1.0000		338	338	
08/01/2022	S	- 32,813.500	1.0000		32,814	32,814	
08/10/2022	S	- 2,583.000	1.0000		2,583	2,583	
08/25/2022	S	- 345.450	1.0000		345	345	
09/01/2022	S	- 25,125.240	1.0000		25,125	25,125	
09/14/2022	S	- 2,583.000	1.0000		2,583	2,583	
09/26/2022	S	- 339.770	1.0000		340	340	
10/03/2022	S	- 24,064.960	1.0000		24,065	24,065	
10/13/2022	S	- 2,583.000	1.0000		2,583	2,583	
10/25/2022	S	- 343.820	1.0000		344	344	
11/01/2022	S	- 8,231.680	1.0000		8,232	8,232	
11/28/2022	S	- 338.950	1.0000		339	339	

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
12/01/2022	S	- 27,227.840	1.0000		27,228	27,228	
12/14/2022	S	- 2,583.000	1.0000		2,583	2,583	
12/27/2022	S	- 336.620	1.0000		337	337	
Total For Sells				0	446,874	446,874	0
Total First Am Govt Ob Fd Cl Z				0	954,379	954,379	0
Issue: 9SPMTK5Y1 - Ssga Intermed U.S. Govt Bond Indx NI							
02/01/2022	B	543.262	27.6110		- 15,000	15,000	
03/01/2022	B	292.248	27.3740		- 8,000	8,000	
04/01/2022	B	1,507.921	27.1898		- 41,000	41,000	
04/01/2022	B	188.259	26.5592		- 5,000	5,000	
08/01/2022	B	152.544	26.2219		- 4,000	4,000	
10/01/2022	B	1,851.642	26.4630		- 49,000	49,000	
10/01/2022	B	608.157	26.3090		- 16,000	16,000	
12/01/2022	B	4,562.863	25.6418		- 117,000	117,000	
Total For Buys				0	255,000	255,000	0
01/01/2022	S	- 396.997	27.7080		11,000	10,600	400
01/01/2022	S	- 685.549	27.7150		19,000	18,305	695
02/01/2022	S	- 3,581.201	27.3651		98,000	95,637	2,363
03/01/2022	S	- 998.779	27.0330		27,000	26,674	326

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
03/01/2022	S	- 3,340.279	27.2432		91,000	89,208	1,792
04/01/2022	S	- 147.198	26.8740		3,956	3,932	24
05/01/2022	S	- 913.451	26.2740		24,000	24,401	- 401
05/01/2022	S	- 6,239.204	26.1251		163,000	166,666	- 3,666
06/01/2022	S	- 230.220	26.0620		6,000	6,150	- 150
06/01/2022	S	- 836.267	26.3074		22,000	22,339	- 339
08/01/2022	S	- 39.096	25.5781		1,000	1,044	- 44
08/01/2022	S	- 2,148.768	26.0149		55,900	57,398	- 1,498
08/01/2022	S	- 1,493.355	26.1157		39,000	39,890	- 890
10/01/2022	S	- 38.005	26.3123		1,000	1,015	- 15
10/01/2022	S	- 417.754	26.3313		11,000	11,159	- 159
10/01/2022	S	- 153.923	25.9870		4,000	4,111	- 111
10/01/2022	S	- 1,426.699	25.9340		37,000	38,101	- 1,101
10/01/2022	S	- 616.428	25.9560		16,000	16,462	- 462
10/01/2022	S	- 1,463.392	25.4204		37,200	39,081	- 1,881
10/01/2022	S	- 3,239.058	25.3160		82,000	86,501	- 4,501
11/01/2022	S	- 776.723	25.4917		19,800	20,743	- 943
11/01/2022	S	- 1,063.786	25.1930		26,800	28,409	- 1,609
12/01/2022	S	- 312.061	25.6360		8,000	8,319	- 319
Total For Sells				0	803,656	816,145	- 12,489

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DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
Total Ssga Intermed U.S. Govt Bond Indx NI				0	1,058,656	1,071,145	- 12,489
Issue: 9SPMTK5Z8 - Ssga Long US Government/Credit Bond							
01/01/2022	B	2,391.391	20.4902		- 49,000	49,000	
02/01/2022	B	665.741	19.5271		- 13,000	13,000	
03/01/2022	B	2,758.762	19.5740		- 54,000	54,000	
03/01/2022	B	3,521.127	19.0280		- 67,000	67,000	
04/01/2022	B	7,755.808	18.3089		- 142,000	142,000	
05/01/2022	B	7,477.466	16.5832		- 124,000	124,000	
06/01/2022	B	1,763.062	16.4487		- 29,000	29,000	
08/01/2022	B	2,845.725	16.5160		- 47,000	47,000	
10/01/2022	B	842.055	16.6260		- 14,000	14,000	
10/01/2022	B	1,507.540	15.9200		- 24,000	24,000	
10/01/2022	B	381.461	15.7290		- 6,000	6,000	
10/01/2022	B	3,014.938	14.5940		- 44,000	44,000	
11/01/2022	B	746.218	14.8750		- 11,100	11,100	
11/01/2022	B	6,649.639	14.0609		- 93,500	93,500	
12/01/2022	B	1,662.295	14.1371		- 23,500	23,500	
Total For Buys				0	741,100	741,100	0
01/01/2022	S	- 1,540.610	20.7710		32,000	23,118	8,882
02/01/2022	S	- 1,650.908	19.9890		33,000	24,835	8,165

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IFF CHEMICAL HOLDINGS - HOURLY EMPL
ACCOUNT 5001003-000

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Period from January 1, 2022 to December 31, 2022

FORM 5500 - REPORTABLE TRANSACTION SCHEDULE (continued)

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
03/01/2022	S	- 2,873.257	18.7940		54,000	43,348	10,652
04/01/2022	S	- 1,446.945	18.6600		27,000	21,886	5,114
04/01/2022	S	- 223.289	17.9140		4,000	3,377	623
05/01/2022	S	- 2,186.835	18.2913		40,000	33,226	6,774
05/01/2022	S	- 2,907.320	16.9400		49,250	44,173	5,077
06/01/2022	S	- 1,391.020	16.5346		23,000	24,817	- 1,817
08/01/2022	S	- 355.965	15.4480		5,499	5,424	75
08/01/2022	S	- 498.964	16.0332		8,000	7,603	397
10/01/2022	S	- 3,195.084	16.2750		52,000	48,687	3,313
10/01/2022	S	- 1,484.579	16.5030		24,500	22,622	1,878
10/01/2022	S	- 1,137.943	16.6968		19,000	17,340	1,660
10/01/2022	S	- 434.486	15.6400		6,795	6,623	172
12/01/2022	S	- 7,651.123	15.1612		116,000	116,395	- 395
12/01/2022	S	- 1,200.435	15.1612		18,200	18,262	- 62
Total For Sells				0	512,244	461,736	50,508
Total Ssga Long US Government/Credit Bond				0	1,253,344	1,202,836	50,508

Issue: 9SPMTK604 - Ssga Russell 3000 (R) Indx NI Fund

01/01/2022	B	246.502	52.7379		- 13,000	13,000	
02/01/2022	B	272.777	54.9900		- 15,000	15,000	
02/01/2022	B	1,513.534	51.5350		- 78,000	78,000	

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Period from January 1, 2022 to December 31, 2022

FORM 5500 - REPORTABLE TRANSACTION SCHEDULE (continued)

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
03/01/2022	B	238.839	50.2431		- 12,000	12,000	
05/01/2022	B	609.489	52.5030		- 32,000	32,000	
05/01/2022	B	381.122	47.2290		- 18,000	18,000	
06/01/2022	B	125.623	47.7620		- 6,000	6,000	
06/01/2022	B	508.754	47.1741		- 24,000	24,000	
08/01/2022	B	670.846	43.2290		- 29,000	29,000	
10/01/2022	B	455.944	43.8650		- 20,000	20,000	
10/01/2022	B	395.517	45.5101		- 18,000	18,000	
10/01/2022	B	221.764	45.0930		- 10,000	10,000	
11/01/2022	B	486.923	43.7441		- 21,300	21,300	
12/01/2022	B	850.710	47.0195		- 40,000	40,000	
Total For Buys				0	336,300	336,300	0
01/01/2022	S	- 1,111.273	54.8920		61,000	29,280	31,720
01/01/2022	S	- 310.548	54.7419		17,000	8,182	8,818
03/01/2022	S	- 994.854	52.2690		52,000	27,974	24,026
03/01/2022	S	- 218.172	50.4189		11,000	6,135	4,865
04/01/2022	S	- 79.368	50.3981		4,000	2,249	1,751
04/01/2022	S	- 2,004.974	51.8710		104,000	56,802	47,198
05/01/2022	S	- 178.902	50.3069		9,000	5,181	3,819
08/01/2022	S	- 439.652	47.7651		21,000	13,067	7,933
08/01/2022	S	- 23.422	42.6949		1,000	696	304

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IFF CHEMICAL HOLDINGS - HOURLY EMPL
ACCOUNT 5001003-000

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Period from January 1, 2022 to December 31, 2022

FORM 5500 - REPORTABLE TRANSACTION SCHEDULE (continued)

DATE	BOUGHT/ SOLD	SHARES/ PAR VALUE	UNIT PRICE	EXPENSE INCURRED	PRINCIPAL CASH	TRANSACTION COST	REALIZED GAIN/LOSS
10/01/2022	S	- 86.832	46.0660		4,000	2,635	1,365
10/01/2022	S	- 909.456	47.2810		43,000	27,595	15,405
10/01/2022	S	- 405.022	46.9110		19,000	12,289	6,711
10/01/2022	S	- 690.169	46.3655		32,000	21,114	10,886
11/01/2022	S	- 1,179.019	43.9348		51,800	36,542	15,258
11/01/2022	S	- 452.114	44.6790		20,200	14,013	6,187
12/01/2022	S	- 541.837	43.3710		23,500	16,793	6,707
12/01/2022	S	- 85.072	47.0190		4,000	2,688	1,312
Total For Sells				0	477,500	283,235	194,265
Total Ssga Russell 3000 (R) Indx NI Fund				0	813,800	619,535	194,265
GRAND TOTAL				0	4,080,179	3,847,895	232,284

CATEGORY 4 - SINGLE TRANSACTION WITH ONE BROKER EXCEEDS 5% OF VALUE
NO TRANSACTIONS QUALIFIED FOR THIS SECTION

Glossary

Accretion - The accumulation of the value of a discounted bond until maturity.

Adjusted Prior Market Realized Gain/Loss - The difference between the proceeds and the Prior Market Value of the transaction.

Adjusted Prior Market Unrealized Gain/Loss - The difference between the Market Value and the Adjusted Prior Market Value.

Adjusted Prior Market Value - A figure calculated using the beginning Market Value for the fiscal year, adjusted for all asset related transactions during the period, employing an average cost methodology.

Amortization - The decrease in value of a premium bond until maturity.

Asset - Anything owned that has commercial exchange value. Assets may consist of specific property or of claims against others, in contrast to obligations due to others (liabilities).

Bond Rating - A measurement of a bond's quality based upon the issuer's financial condition. Ratings are assigned by independent rating services, such as Moody's, or S&P, and reflect their opinion of the issuer's ability to meet the scheduled interest and principal repayments for the bond.

Cash - Cash activity that includes both income and principal cash categories.

Change in Unrealized Gain/Loss - Also reported as Gain/Loss in Period in the Asset Detail section. This figure shows the market appreciation (depreciation) for the current period.

Cost Basis (Book Value) - The original price of an asset, normally the purchase price or appraised value at the time of acquisition. Book Value method maintains an average cost for each asset.

Cost Basis (Tax Basis) - The original price of an asset, normally the purchase price or appraised value at the time of acquisition. Tax Basis uses client determined methods such as Last-In-First-Out (LIFO), First-In-First-Out (FIFO), Average, Minimum Gain, and Maximum Gain.

Ending Accrual - (Also reported as Accrued Income) Income earned but not yet received, or expenses incurred but not yet paid, as of the end of the reporting period.

Estimated Annual Income - The amount of income a particular asset is anticipated to earn over the next year. The shares multiplied by annual income rate.

Estimated Current Yield - The annual rate of return on an investment expressed as a percentage. For stocks, yield is calculated by taking the annual dividend payments divided by the stock's current share price. For bonds, yield is calculated by the coupon rate divided by the bond's market price.

Ex-Dividend Date - (Also reported as Ex-Date) For stock trades, the person who owns the security on the ex-dividend date will earn the dividend, regardless of who currently owns the stock.

Income Cash - A category of cash comprised of ordinary earnings derived from investments, usually dividends and interest.

Market Value - The price per unit multiplied by the number of units.

Maturity Date - The date on which an obligation or note matures.

Payable Date - The date on which a dividend, mutual fund distribution, or interest on a bond will be made.

Principal Cash - A category of cash comprised of cash, deposits, cash withdrawals and the cash flows generated from purchases or sales of investments.

Realized Gain/Loss Calculation - The Proceeds less the Cost Basis of a transaction.

Settlement Date - The date on which a trade settles and cash or securities are credited or debited to the account.

Trade Date - The date a trade is legally entered into.

Unrealized Gain/Loss - The difference between the Market Value and Cost Basis at the end of the current period.

Yield on/at Market - The annual rate of return on an investment expressed as a percentage. For stocks, yield is calculated by the annual dividend payments divided by the stock's current share price. For bonds, yield is calculated by the coupon rate divided by the bond's market price.

The terms defined in this glossary are only for use when reviewing your account statement. Please contact your Relationship Manager with any questions.



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U.S. Bank
1555 N. Rivercenter Dr.
Suite 300
Milwaukee, WI 53212



000008984 19 SP 000638399363679 S
INTERNATIONAL FLAVORS & FRAGRANCES
INC.
ATTENTION: SIDNEY CHUA
521 WEST 57TH STREET
NEW YORK, NY 10019-2960



Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.
EIN/PN: 13-1432060 / 004

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

Distribution of Active Participants as of January 1, 2022 – Age by Benefit Service

Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
15-19	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	1	1	0	0	0	0	0	2
50-54	0	0	0	0	0	1	0	0	0	0	1
55-59	0	0	0	2	0	0	0	0	0	0	2
60-64	0	0	0	1	2	0	0	1	2	2	8
65-69	0	0	0	0	0	0	0	1	1	2	4
70+	0	0	0	1	0	0	0	0	0	0	1
Total	0	0	0	5	3	1	0	2	3	4	18

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.
EIN/PN: 13-1432060 / 004

Schedule SB, Part V – Actuarial Assumptions and Methods

Prescribed Funding/PBGC 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	5.31%	5.49%
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	2.77%	3.46%
PBGC Premium Funding Target Rates		
First Segment Rate	1.16%	0.51%
Second Segment Rate	2.72%	2.26%
Third Segment Rate	3.10%	3.01%
Effective Interest Rate	2.73%	2.40%

* Used for minimum funding and benefit restriction purposes. See Appendix E under Segment Rate.

** Used for maximum tax-deduction and PBGC 4010 purposes.

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

The Alternative Premium Funding Target was not used for PBGC premium purposes.

Mortality

Mortality tables mandated by current legislation as specified in IRS Regulation 1.430(h)(3)-1, as amended in 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, including expected plan related expenses to be paid from plan assets during the year.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

Schedule SB, Part V – Actuarial Assumptions and Methods (continued)

Non-Prescribed Funding Assumptions and Methods

The following assumptions were selected by the plan's enrolled actuary. The asset valuation method was selected by the plan sponsor and is an acceptable method under the applicable provisions of the Internal Revenue Code and associated regulations.

The assumptions are based on the plan's anticipated experience. Actual experience is reviewed each year and compared to the assumptions. Changes are made, as appropriate, based on this review.

The expected rate of return is based on the plan's asset allocation and forward-looking expected rate of return by asset category provided by the plan's investment consultant.

Withdrawal rates

Representative values of the assumed annual rates of withdrawal and disability are as follows:

Age	Withdrawal		Disability	
	At Hire	After 5 years	Male	Female
25	24.50%	4.80%	0.09%	0.12%
30	21.60	4.10	0.11	0.16
35	18.70	3.40	0.14	0.23
40	22.20	2.70	0.20	0.31
45	25.70	2.00	0.36	0.46
50	12.85	1.00	0.66	0.73
55	2.57	0.20	1.19	1.07
60	2.57	0.20	1.67	1.25
64	2.57	0.20	1.99	1.39

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

Schedule SB, Part V – Actuarial Assumptions and Methods (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Retirement rates

Representative values of the assumed annual rates of retirement are as follows:

Age	Retirement Assumptions			
	Continuing Males and Females (Prior Year)	Frozen Males and Females (Prior Year)	Continuing Males and Females (Current Year)	Frozen Males and Females (Current Year)
55	5.0%	5.0%	1.0%	1.0%
56	5.0	5.0	1.0	1.0
57	5.0	5.0	1.0	1.0
58	5.0	5.0	1.0	1.0
59	5.0	5.0	1.0	1.0
60	5.0	5.0	1.0	1.0
61	15.0	10.0	15.0	10.0
62	30.0	15.0	30.0	15.0
63	20.0	10.0	20.0	15.0
64	20.0	10.0	20.0	15.0
65	50.0	25.0	40.0	30.0
66	50.0	25.0	50.0	25.0
67	50.0	25.0	40.0	20.0
68	50.0	25.0	50.0	20.0
69	50.0	25.0	50.0	30.0
70	100.0	100.0	100.0	100.0

Current and Future Terminated Vested Participants are assumed to retire at age 65.

Expenses

Expected plan-related expenses of \$55,424 were added to the Target Normal Cost, equal to prior year administrative expenses and adjusted by 2.25% inflation factor.

Marital percentage

80% of males and 50% of females are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

Schedule SB, Part V – Actuarial Assumptions and Methods (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Form of benefit election

It was assumed that for future retirees the breakdown of elected forms of benefits would be as follows:

Elected Form of Benefit	Percentage Electing (Prior Year)	Percentage Electing (Current Year)
Single Life Annuity	67%	50%
50% Joint & Survivor	11%	25%
75% Joint & Survivor	11%	N/A
100% Joint & Survivor	11%	25%

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.

	Actuary's Assumption	Third Segment Rate	Reflecting PPA Limit
2022 Expected Return	3.80%	5.92%	3.80%
2021 Expected Return	3.80%	6.11%	3.80%
2020 Expected Return	5.60%	5.94%	5.60%

Future actuarial measurements

Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the economic and demographic 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.

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 and accounting rules specified in this report. Further, the model applies those funding and accounting rules to the liabilities derived and other inputs, such as plan assets and contributions, to generate 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.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

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Schedule SB, Part V – Actuarial Assumptions and Methods (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Reasonable Assumptions

Actuarial Standard of Practice No. 27 ("ASOP 27") provides guidance to actuaries when selecting or advising plan sponsors to select economic assumptions for measuring pension obligations. Actuarial Standard of Practice No. 35 ("ASOP 35") provides guidance to actuaries when selecting or advising plan sponsors to select demographic and other noneconomic assumptions for measuring pension obligations. Under these ASOPs, for each assumption that has a significant effect on the measurement that is not prescribed by law or regulation and that the actuary has selected or advised the plan sponsor to select, the actuary should disclose the information and analysis that led the actuary to select or advise the plan sponsor to select the assumption for the purpose of the measurement. For any assumption that the plan sponsor selected without the actuary's advice, the ASOPs require the actuary to 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 actuary selected the expected return on plan assets, retirement rates, withdrawal rates, marriage assumptions, and frequency of optional payment forms. The expected asset return assumption was determined as described in the Non-prescribed assumptions above. We monitor the mortality rates, retirement rates, withdrawal rates, marriage assumptions, and optional payment form frequency assumed in our valuation annually through gain/loss analyses to assess the reasonableness of each assumption. We review with the plan sponsor and set these rates based on the analysis and our discussions. The assumed retirement rates and optional payment form frequency were based on an experience study performed in December 2021 and are reasonable given historic gain and loss experience of the plan.

Summary of Changes from the January 1, 2021 Valuation

- The interest rate and mortality basis were updated to the current rates as specified in IRS Regulation 1.430(h)(2)-1 and 1.430(h)(3)-1 respectively. These changes increased the Funding Target by approximately \$230,000.
- The retirement rate table and the benefit form election percentage assumption for future retirees were updated to better reflect plan experience. These changes decreased the Funding Targets by approximately \$20,000.
- Anticipated administrative expenses of \$55,424 are included in the Target Normal Cost for the 2022 Plan Year. Administrative expenses for the prior year are adjusted by a 2.25% inflation factor.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

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Schedule SB, Line 24 – Change in Actuarial Assumptions


Summary of Changes from the January 1, 2021 Valuation

- The retirement rate table and the benefit form election percentage assumption for future retirees were updated to better reflect plan experience. These changes decreased the Funding Target by approximately \$20,000.

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
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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 Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.	B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF INTERNATIONAL FLAVORS & FRAGRANCES INC.	D Employer Identification Number (EIN) 13-1432060
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500

Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2022			
2 Assets:			
a Market value.....		2a	13,466,964
b Actuarial value.....		2b	13,344,737
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.....	57	7,112,526	7,112,526
b For terminated vested participants.....	16	911,531	911,531
c For active participants.....	18	2,097,999	2,117,751
d Total.....	91	10,122,056	10,141,808
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
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	5.31%
6 Target normal cost.....			
a Present value of current plan year accruals.....		6a	39,497
b Expected plan-related expenses.....		6b	55,424
c Total (line 6a + line 6b).....		6c	94,921

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	MICHAEL J. ROZSA 
Signature of actuary	
MICHAEL J. ROZSA	
Type or print name of actuary	
Buck Global, LLC	
Firm name	
200 PLAZA DRIVE	
SECAUCUS NJ 07096-1533	
Address of the firm	
09/28/2023	
Date	
2307655	
Most recent enrollment number	
201-902-2300	
Telephone number (including area code)	

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	0
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	0
10	Interest on line 9 using prior year's actual return of <u>0.75</u> %	0	0
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 <u>5.49</u> %		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	0

Part III	Funding Percentages
----------	---------------------

14	Funding target attainment percentage.....	14	131.58 %
15	Adjusted funding target attainment percentage	15	131.58 %
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	124.96 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.....	17	%

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

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)

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

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

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a “funding shortfall” for the prior year? ☐ Yes ☒ No

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

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

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

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.18 %	3rd segment: 5.92 %	<input type="checkbox"/> 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) <input checked="" type="checkbox"/> Prescribed - combined <input type="checkbox"/> Prescribed - separate <input type="checkbox"/> 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.....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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	94,921	
b Excess assets, if applicable, but not greater than line 31a	31b	94,921	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	0	
	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	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. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021
--

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

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)
55	2.7169	0.0100	0.0272	1.4943
56	3.6512	0.0100	0.0365	2.0447
57	4.5576	0.0100	0.0456	2.5978
58	4.4344	0.0100	0.0443	2.5719
59	4.3082	0.0100	0.0431	2.5418
60	4.1791	0.0100	0.0418	2.5074
61	6.0473	0.1083	0.6547	39.9384
62	5.2533	0.1736	0.9120	56.5462
63	6.2120	0.1545	0.9597	60.4627
64	8.0972	0.1712	1.3862	88.7162
65	8.4924	0.3548	3.0127	195.8275
66	7.2349	0.4108	2.9718	196.1414
67	5.0408	0.3262	1.6442	110.1636
68	3.2332	0.3673	1.1875	80.7479
69	1.9355	0.3866	0.7483	51.6326
70	1.1180	1.0000	1.1180	78.2601
71	0.0000	1.0000	0.0000	0.0000
72	0.0000	1.0000	0.0000	0.0000
73	0.0000	1.0000	0.0000	0.0000
74	0.0000	1.0000	0.0000	0.0000
75	0.0000	1.0000	0.0000	0.0000
76	0.0000	1.0000	0.0000	0.0000
77	0.0000	1.0000	0.0000	0.0000
78	0.0000	1.0000	0.0000	0.0000
79	0.0000	1.0000	0.0000	0.0000
80	1.0000	1.0000	<u>1.0000</u>	<u>80.0000</u>
Total			15.8337	1,052.1940
Weighted Average Retirement Age = 1,052.1940 / 15.8337				66.45
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.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

Schedule SB, Line 24 – Change in Actuarial Assumptions

Summary of Changes from the January 1, 2021 Valuation

- The retirement rate table and the benefit form election percentage assumption for future retirees were updated to better reflect plan experience. These changes decreased the Funding Target by approximately \$20,000.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.**EIN/PN: 13-1432060 / 004****Schedule SB, Line 26a – Schedule of Active Participant Data****Distribution of Active Participants as of January 1, 2022 – Age by Benefit Service**

Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
15-19	0	0	0	0	0	0	0	0	0	0	0
20-24	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	1	1	0	0	0	0	0	2
50-54	0	0	0	0	0	1	0	0	0	0	1
55-59	0	0	0	2	0	0	0	0	0	0	2
60-64	0	0	0	1	2	0	0	1	2	2	8
65-69	0	0	0	0	0	0	0	1	1	2	4
70+	0	0	0	1	0	0	0	0	0	0	1
Total	0	0	0	5	3	1	0	2	3	4	18

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

Schedule SB, Part V – Actuarial Assumptions and Methods

Prescribed Funding/PBGC 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	5.31%	5.49%
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	2.77%	3.46%
PBGC Premium Funding Target Rates		
First Segment Rate	1.16%	0.51%
Second Segment Rate	2.72%	2.26%
Third Segment Rate	3.10%	3.01%
Effective Interest Rate	2.73%	2.40%

* Used for minimum funding and benefit restriction purposes. See Appendix E under Segment Rate.

** Used for maximum tax-deduction and PBGC 4010 purposes.

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

The Alternative Premium Funding Target was not used for PBGC premium purposes.

Mortality

Mortality tables mandated by current legislation as specified in IRS Regulation 1.430(h)(3)-1, as amended in 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, including expected plan related expenses to be paid from plan assets during the year.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

Schedule SB, Part V – Actuarial Assumptions and Methods (continued)

Non-Prescribed Funding Assumptions and Methods

The following assumptions were selected by the plan's enrolled actuary. The asset valuation method was selected by the plan sponsor and is an acceptable method under the applicable provisions of the Internal Revenue Code and associated regulations.

The assumptions are based on the plan's anticipated experience. Actual experience is reviewed each year and compared to the assumptions. Changes are made, as appropriate, based on this review.

The expected rate of return is based on the plan's asset allocation and forwarded-looking expected rate of return by asset category provided by the plan's investment consultant.

Withdrawal rates

Representative values of the assumed annual rates of withdrawal and disability are as follows:

Age	Withdrawal		Disability	
	At Hire	After 5 years	Male	Female
25	24.50%	4.80%	0.09%	0.12%
30	21.60	4.10	0.11	0.16
35	18.70	3.40	0.14	0.23
40	22.20	2.70	0.20	0.31
45	25.70	2.00	0.36	0.46
50	12.85	1.00	0.66	0.73
55	2.57	0.20	1.19	1.07
60	2.57	0.20	1.67	1.25
64	2.57	0.20	1.99	1.39

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

Schedule SB, Part V – Actuarial Assumptions and Methods (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Retirement rates

Representative values of the assumed annual rates of retirement are as follows:

Age	Retirement Assumptions			
	Continuing Males and Females (Prior Year)	Frozen Males and Females (Prior Year)	Continuing Males and Females (Current Year)	Frozen Males and Females (Current Year)
55	5.0%	5.0%	1.0%	1.0%
56	5.0	5.0	1.0	1.0
57	5.0	5.0	1.0	1.0
58	5.0	5.0	1.0	1.0
59	5.0	5.0	1.0	1.0
60	5.0	5.0	1.0	1.0
61	15.0	10.0	15.0	10.0
62	30.0	15.0	30.0	15.0
63	20.0	10.0	20.0	15.0
64	20.0	10.0	20.0	15.0
65	50.0	25.0	40.0	30.0
66	50.0	25.0	50.0	25.0
67	50.0	25.0	40.0	20.0
68	50.0	25.0	50.0	20.0
69	50.0	25.0	50.0	30.0
70	100.0	100.0	100.0	100.0

Current and Future Terminated Vested Participants are assumed to retire at age 65.

Expenses

Expected plan-related expenses of \$55,424 were added to the Target Normal Cost, equal to prior year administrative expenses and adjusted by 2.25% inflation factor.

Marital percentage

80% of males and 50% of females are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

Schedule SB, Part V – Actuarial Assumptions and Methods (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Form of benefit election

It was assumed that for future retirees the breakdown of elected forms of benefits would be as follows:

Elected Form of Benefit	Percentage Electing (Prior Year)	Percentage Electing (Current Year)
Single Life Annuity	67%	50%
50% Joint & Survivor	11%	25%
75% Joint & Survivor	11%	N/A
100% Joint & Survivor	11%	25%

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.

	Actuary's Assumption	Third Segment Rate	Reflecting PPA Limit
2022 Expected Return	3.80%	5.92%	3.80%
2021 Expected Return	3.80%	6.11%	3.80%
2020 Expected Return	5.60%	5.94%	5.60%

Future actuarial measurements

Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the economic and demographic 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.

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 and accounting rules specified in this report. Further, the model applies those funding and accounting rules to the liabilities derived and other inputs, such as plan assets and contributions, to generate 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.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

Schedule SB, Part V – Actuarial Assumptions and Methods (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Reasonable Assumptions

Actuarial Standard of Practice No. 27 (“ASOP 27”) provides guidance to actuaries when selecting or advising plan sponsors to select economic assumptions for measuring pension obligations. Actuarial Standard of Practice No. 35 (“ASOP 35”) provides guidance to actuaries when selecting or advising plan sponsors to select demographic and other noneconomic assumptions for measuring pension obligations. Under these ASOPs, for each assumption that has a significant effect on the measurement that is not prescribed by law or regulation and that the actuary has selected or advised the plan sponsor to select, the actuary should disclose the information and analysis that led the actuary to select or advise the plan sponsor to select the assumption for the purpose of the measurement. For any assumption that the plan sponsor selected without the actuary’s advice, the ASOPs require the actuary to 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 actuary selected the expected return on plan assets, retirement rates, withdrawal rates, marriage assumptions, and frequency of optional payment forms. The expected asset return assumption was determined as described in the Non-prescribed assumptions above. We monitor the mortality rates, retirement rates, withdrawal rates, marriage assumptions, and optional payment form frequency assumed in our valuation annually through gain/loss analyses to assess the reasonableness of each assumption. We review with the plan sponsor and set these rates based on the analysis and our discussions. The assumed retirement rates and optional payment form frequency were based on an experience study performed in December 2021 and are reasonable given historic gain and loss experience of the plan.

Summary of Changes from the January 1, 2021 Valuation

- The interest rate and mortality basis were updated to the current rates as specified in IRS Regulation 1.430(h)(2)-1 and 1.430(h)(3)-1 respectively. These changes increased the Funding Target by approximately \$230,000.
- The retirement rate table and the benefit form election percentage assumption for future retirees were updated to better reflect plan experience. These changes decreased the Funding Targets by approximately \$20,000.
- Anticipated administrative expenses of \$55,424 are included in the Target Normal Cost for the 2022 Plan Year. Administrative expenses for the prior year are adjusted by a 2.25% inflation factor.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

Schedule SB, Part V – Summary of Plan Provisions

The most recent amendment reflected in the following plan provisions was effective on May 1, 2014.

Covered Employees

All hourly employees represented for collective bargaining purposes by the United Steelworkers of America, AFL-CIO, Local No. 15431 at the Jacksonville, Florida facility.

The plan was frozen as of July 31, 2011 for members whose combined age and years of continuous service did not equal 70 years as of May 31, 2011 (i.e. 39.6 years of age + 30.2 years of continuous service equals 69.8 years). Employees hired or rehired after July 31, 2011 are not eligible to participate. Frozen members will continue to accrue service for eligibility for vesting and early retirement.

Participation Date

Employment commencement date.

Definitions

Vesting Service

One year for each 12 months of employment.

Years of Service

Years and completed months of employment.

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65 with five years of service.

Monthly pension benefit

For those retiring after April 30, 2002 but prior to May 1, 2003, \$23 per month per year of continuous service.
For those retiring after April 30, 2003 but prior to May 1, 2004, \$26 per month per year of continuous service.
For those retiring after April 30, 2004 but prior to May 1, 2005, \$29 per month per year of continuous service.
For those retiring after April 30, 2005 but prior to May 1, 2008, \$36 per month per year of continuous service.
For those retiring after April 30, 2008 but prior to May 1, 2009, \$38 per month per year of continuous service.
For those retiring after April 30, 2009 but prior to May 1, 2010, \$39 per month per year of continuous service.
For those retiring after April 30, 2010 but prior to May 1, 2014, \$40 per month per year of continuous service.
For those retiring after April 30, 2014 but prior to May 1, 2017, \$42 per month per year of continuous service.
For those retiring after April 30, 2017 but prior to May 1, 2020, \$43 per month per year of continuous service.
For those retiring after April 30, 2020, \$44 per month per year of continuous service.

Monthly postretirement spouse benefit

50% of the monthly pension benefit as of the date of death reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

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

Eligibility for Benefits

Normal retirement

Retirement on NRD.

Early retirement

Retirement before NRD and on or after both attaining age 55 and completing five years of vesting service.

Unreduced benefit before NRD and on or after both attaining age 62 and completing twenty-five years of vesting service.

Postponed retirement

Retirement after NRD.

Deferred vested

Termination for reasons other than death or retirement after completing five years of vesting service.

Preretirement spouse benefit

Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

Monthly Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD.

Early retirement

Monthly pension benefit determined as of early retirement date, reduced 6.0% for each year of payment before the participant's NRD.

Postponed retirement

Monthly pension benefit determined as of actual retirement date.

Termination with deferred vested benefit

Monthly pension benefit determined as of termination date, reduced 6.0% for each year of payment before the participant's NRD.

Death with preretirement spouse benefits

Dependent will receive a reduced 50% Joint and Survivor benefit payable for life. If the death occurs after participant's early retirement date, the benefit is calculated as if participant has retired on the day before his death. If the death occurs before the participant's early retirement date, the benefit is calculated as if the participant had separated from service on the date of his death, had survived to and retired on his early retirement date and died on the following day.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

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

Forms of payment

Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan.

Optional forms are:

- 25%, 50%, 75%, 100% joint and survivor annuity reduced after participant's death.
- 25%, 50%, 75% joint and survivor annuity reduced after the first death of participant or his beneficiary.
- Life annuity with certain period of 5, 10 or 15 years.
- Social Security option.

Disability

Unreduced accrued benefit computed in accordance with the benefit formula in effect at the time participant is determined to be disabled, payable to participants who had completed ten years of service before becoming disabled.

Maximum on benefits

All benefits for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The Plan provides for increasing the dollar limits automatically as such changes become effective.

Summary of Changes from the January 1, 2021 Valuation

None.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

Schedule SB, Part V – Summary of Plan Provisions

The most recent amendment reflected in the following plan provisions was effective on May 1, 2014.

Covered Employees

All hourly employees represented for collective bargaining purposes by the United Steelworkers of America, AFL-CIO, Local No. 15431 at the Jacksonville, Florida facility.

The plan was frozen as of July 31, 2011 for members whose combined age and years of continuous service did not equal 70 years as of May 31, 2011 (i.e. 39.6 years of age + 30.2 years of continuous service equals 69.8 years). Employees hired or rehired after July 31, 2011 are not eligible to participate. Frozen members will continue to accrue service for eligibility for vesting and early retirement.

Participation Date

Employment commencement date.

Definitions

Vesting Service

One year for each 12 months of employment.

Years of Service

Years and completed months of employment.

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65 with five years of service.

Monthly pension benefit

For those retiring after April 30, 2002 but prior to May 1, 2003, \$23 per month per year of continuous service.
For those retiring after April 30, 2003 but prior to May 1, 2004, \$26 per month per year of continuous service.
For those retiring after April 30, 2004 but prior to May 1, 2005, \$29 per month per year of continuous service.
For those retiring after April 30, 2005 but prior to May 1, 2008, \$36 per month per year of continuous service.
For those retiring after April 30, 2008 but prior to May 1, 2009, \$38 per month per year of continuous service.
For those retiring after April 30, 2009 but prior to May 1, 2010, \$39 per month per year of continuous service.
For those retiring after April 30, 2010 but prior to May 1, 2014, \$40 per month per year of continuous service.
For those retiring after April 30, 2014 but prior to May 1, 2017, \$42 per month per year of continuous service.
For those retiring after April 30, 2017 but prior to May 1, 2020, \$43 per month per year of continuous service.
For those retiring after April 30, 2020, \$44 per month per year of continuous service.

Monthly postretirement spouse benefit

50% of the monthly pension benefit as of the date of death reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55th birthday.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

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

Eligibility for Benefits

Normal retirement

Retirement on NRD.

Early retirement

Retirement before NRD and on or after both attaining age 55 and completing five years of vesting service.
Unreduced benefit before NRD and on or after both attaining age 62 and completing twenty-five years of vesting service.

Postponed retirement

Retirement after NRD.

Deferred vested

Termination for reasons other than death or retirement after completing five years of vesting service.

Preretirement spouse benefit

Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

Monthly Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD.

Early retirement

Monthly pension benefit determined as of early retirement date, reduced 6.0% for each year of payment before the participant's NRD.

Postponed retirement

Monthly pension benefit determined as of actual retirement date.

Termination with deferred vested benefit

Monthly pension benefit determined as of termination date, reduced 6.0% for each year of payment before the participant's NRD.

Death with preretirement spouse benefits

Dependent will receive a reduced 50% Joint and Survivor benefit payable for life. If the death occurs after participant's early retirement date, the benefit is calculated as if participant has retired on the day before his death. If the death occurs before the participant's early retirement date, the benefit is calculated as if the participant had separated from service on the date of his death, had survived to and retired on his early retirement date and died on the following day.

Retirement Plan for Hourly Employees of IFF Chemical Holdings, Inc.

EIN/PN: 13-1432060 / 004

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

Forms of payment

Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan.

Optional forms are:

- 25%, 50%, 75%, 100% joint and survivor annuity reduced after participant's death.
- 25%, 50%, 75% joint and survivor annuity reduced after the first death of participant or his beneficiary.
- Life annuity with certain period of 5, 10 or 15 years.
- Social Security option.

Disability

Unreduced accrued benefit computed in accordance with the benefit formula in effect at the time participant is determined to be disabled, payable to participants who had completed ten years of service before becoming disabled.

Maximum on benefits

All benefits for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The Plan provides for increasing the dollar limits automatically as such changes become effective.

Summary of Changes from the January 1, 2021 Valuation

None.