

<p><b>Form 5500</b></p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p><b>Annual Return/Report of Employee Benefit Plan</b></p> <p>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).</p> <p>▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2022</p> <hr/> <p><b>This Form is Open to Public Inspection</b></p>
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<b>Part I</b>	<b>Annual Report Identification Information</b>
For calendar plan year 2022 or fiscal plan year beginning <u>11/01/2022</u> and ending <u>10/31/2023</u>	
<b>A</b>	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>B</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)
<b>C</b>	If the plan is a collectively-bargained plan, check here. . . . . ▶ <input type="checkbox"/>
<b>D</b>	Check box if filing under: <input type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> the DFVC program
	<input type="checkbox"/> special extension (enter description)
<b>E</b>	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ <input type="checkbox"/>

<b>Part II</b>	<b>Basic Plan Information</b> —enter all requested information
<p><b>1a</b> Name of plan <u>SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS</u></p> <p><b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>DEDHAM INSTITUTION FOR SAVINGS</u></p> <p><u>55 ELM STREET</u> <u>DEDHAM, MA 02026</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>001</u></p> <p><b>1c</b> Effective date of plan <u>11/01/1981</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>04-1238700</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>781-329-6700</u></p> <p><b>2d</b> Business code (see instructions) <u>522120</u></p>

**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.

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	05/31/2024	THOMAS FORESE, JR.
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2022)  
v. 220413

<p><b>3a</b> Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor</p> <p>NRS, LLC C/O SBERA 12 GILL STREET WOBURN, MA 01801</p>	<p><b>3b</b> Administrator's EIN 81-5140646</p> <p><b>3c</b> Administrator's telephone number 781-938-6559</p>
<p><b>4</b> 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:</p> <p><b>a</b> Sponsor's name</p> <p><b>c</b> Plan Name</p>	<p><b>4b</b> EIN</p> <p><b>4d</b> PN</p>
<p><b>5</b> Total number of participants at the beginning of the plan year</p>	<p><b>5</b> 319</p>
<p><b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b>, <b>6a(2)</b>, <b>6b</b>, <b>6c</b>, and <b>6d</b>).</p>	
<p><b>a(1)</b> Total number of active participants at the beginning of the plan year .....</p>	<p><b>6a(1)</b> 177</p>
<p><b>a(2)</b> Total number of active participants at the end of the plan year .....</p>	<p><b>6a(2)</b> 181</p>
<p><b>b</b> Retired or separated participants receiving benefits .....</p>	<p><b>6b</b> 26</p>
<p><b>c</b> Other retired or separated participants entitled to future benefits.....</p>	<p><b>6c</b> 96</p>
<p><b>d</b> Subtotal. Add lines <b>6a(2)</b>, <b>6b</b>, and <b>6c</b>.....</p>	<p><b>6d</b> 303</p>
<p><b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....</p>	<p><b>6e</b> 0</p>
<p><b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....</p>	<p><b>6f</b> 303</p>
<p><b>g</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....</p>	<p><b>6g</b></p>
<p><b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....</p>	<p><b>6h</b> 0</p>
<p><b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....</p>	<p><b>7</b></p>
<p><b>8a</b> If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1C</p> <p><b>b</b> If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:</p>	
<p><b>9a</b> Plan funding arrangement (check all that apply)</p> <p>(1) <input type="checkbox"/> Insurance</p> <p>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts</p> <p>(3) <input checked="" type="checkbox"/> Trust</p> <p>(4) <input type="checkbox"/> General assets of the sponsor</p>	<p><b>9b</b> Plan benefit arrangement (check all that apply)</p> <p>(1) <input type="checkbox"/> Insurance</p> <p>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts</p> <p>(3) <input checked="" type="checkbox"/> Trust</p> <p>(4) <input type="checkbox"/> General assets of the sponsor</p>
<p><b>10</b> Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)</p>	
<p><b>a Pension Schedules</b></p> <p>(1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information)</p> <p>(2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary</p> <p>(3) <input checked="" type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary</p>	<p><b>b General Schedules</b></p> <p>(1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information)</p> <p>(2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan)</p> <p>(3) <input type="checkbox"/> <b>0 A</b> (Insurance Information)</p> <p>(4) <input type="checkbox"/> <b>C</b> (Service Provider Information)</p> <p>(5) <input checked="" type="checkbox"/> <b>D</b> (DFE/Participating Plan Information)</p> <p>(6) <input type="checkbox"/> <b>G</b> (Financial Transaction Schedules)</p>

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

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**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.

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

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**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 \_\_\_\_\_

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<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  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).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2022</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2022 or fiscal plan year beginning 11/01/2022 and ending 10/31/2023

▶ **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.

<b>A</b> Name of plan <u>SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>DEDHAM INSTITUTION FOR SAVINGS</u>	<b>D</b> Employer Identification Number (EIN) <u>04-1238700</u>	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input checked="" type="checkbox"/> 101-500 <input type="checkbox"/> More than 500	

<b>Part I Basic Information</b>			
<b>1</b> Enter the valuation date: Month <u>11</u> Day <u>01</u> Year <u>2022</u>			
<b>2</b> Assets:			
<b>a</b> Market value.....	<b>2a</b>	<u>40690847</u>	
<b>b</b> Actuarial value.....	<b>2b</b>	<u>40690847</u>	
<b>3</b> Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
<b>a</b> For retired participants and beneficiaries receiving payment.....	<u>27</u>	<u>6938832</u>	<u>6938832</u>
<b>b</b> For terminated vested participants.....	<u>118</u>	<u>4532359</u>	<u>4574983</u>
<b>c</b> For active participants.....	<u>180</u>	<u>24963736</u>	<u>25138183</u>
<b>d</b> Total.....	<u>325</u>	<u>36434927</u>	<u>36651998</u>
<b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
<b>a</b> Funding target disregarding prescribed at-risk assumptions.....	<b>4a</b>		
<b>b</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.....	<b>4b</b>		
<b>5</b> Effective interest rate.....	<b>5</b>	<u>5.52 %</u>	
<b>6</b> Target normal cost.....			
<b>a</b> Present value of current plan year accruals.....	<b>6a</b>	<u>1940849</u>	
<b>b</b> Expected plan-related expenses.....	<b>6b</b>	<u>0</u>	
<b>c</b> Total (line 6a + line 6b).....	<b>6c</b>	<u>1940849</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.

<b>SIGN HERE</b>		
	Signature of actuary	<u>04/22/2024</u>
	<u>MICHAEL J. COSTANZA, FSA, EA, MAAA</u>	Date
	Type or print name of actuary	<u>23-07837</u>
	<u>BPAS ACTUARIAL &amp; PENSION SERVICES</u>	Most recent enrollment number
	Firm name	<u>315-703-8982</u>
	<u>706 N. CLINTON ST SUITE 200 SYRACUSE, NY 13204</u>	Telephone number (including area code)
	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 V Assumptions Used to Determine Funding Target and Target Normal Cost**

<b>21</b> Discount rate:				
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 5.18 %	3rd segment: 5.92 %	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code).....				<b>21b</b> 1
<b>22</b> Weighted average retirement age .....				<b>22</b> 62
<b>23</b> Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute	

**Part VI Miscellaneous Items**

<b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ....	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<b>25</b> 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
<b>26</b> Demographic and benefit information		
<b>a</b> 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>b</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
<b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment .....	<b>27</b>	

**Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years**

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

**Part VIII Minimum Required Contribution For Current Year**

<b>31</b> Target normal cost and excess assets (see instructions):			
<b>a</b> Target normal cost (line 6c).....	<b>31a</b>	1940849	
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....	<b>31b</b>	1940849	
<b>32</b> Amortization installments:	Outstanding Balance	Installment	
<b>a</b> Net shortfall amortization installment .....	0	0	
<b>b</b> Waiver amortization installment.....	0	0	
<b>33</b> 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 .....	<b>33</b>		
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	<b>34</b>	0	
	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement.....	0	0	0
<b>36</b> Additional cash requirement (line 34 minus line 35).....	<b>36</b>	0	
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	<b>37</b>	3675654	
<b>38</b> Present value of excess contributions for current year (see instructions)			
<b>a</b> Total (excess, if any, of line 37 over line 36)	<b>38a</b>	3675654	
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....	<b>38b</b>	0	
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....	<b>39</b>	0	
<b>40</b> Unpaid minimum required contributions for all years.....	<b>40</b>	0	

**Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)**

<b>41</b> 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 type="checkbox"/> 2021
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**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)



**SCHEDULE H  
(Form 5500)**

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

**Financial Information**

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**

For calendar plan year 2022 or fiscal plan year beginning **11/01/2022** and ending **10/31/2023**

<p><b>A</b> Name of plan <b>SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS</b></p>	<p><b>B</b> Three-digit plan number (PN) ► <b>001</b></p>
<p><b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>DEDHAM INSTITUTION FOR SAVINGS</b></p>	<p><b>D</b> Employer Identification Number (EIN) <b>04-1238700</b></p>

**Part I Asset and Liability Statement**

**1** Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

<b>Assets</b>	<b>(a) Beginning of Year</b>	<b>(b) End of Year</b>
<b>a</b> Total noninterest-bearing cash.....	<b>1a</b>	
<b>b</b> Receivables (less allowance for doubtful accounts):		
<b>(1)</b> Employer contributions.....	<b>1b(1)</b>	2500000
<b>(2)</b> Participant contributions.....	<b>1b(2)</b>	3931000
<b>(3)</b> Other.....	<b>1b(3)</b>	
<b>c</b> General investments:		
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit).....	<b>1c(1)</b>	
<b>(2)</b> U.S. Government securities.....	<b>1c(2)</b>	
<b>(3)</b> Corporate debt instruments (other than employer securities):		
<b>(A)</b> Preferred.....	<b>1c(3)(A)</b>	
<b>(B)</b> All other.....	<b>1c(3)(B)</b>	
<b>(4)</b> Corporate stocks (other than employer securities):		
<b>(A)</b> Preferred.....	<b>1c(4)(A)</b>	
<b>(B)</b> Common.....	<b>1c(4)(B)</b>	
<b>(5)</b> Partnership/joint venture interests.....	<b>1c(5)</b>	
<b>(6)</b> Real estate (other than employer real property).....	<b>1c(6)</b>	
<b>(7)</b> Loans (other than to participants).....	<b>1c(7)</b>	
<b>(8)</b> Participant loans.....	<b>1c(8)</b>	
<b>(9)</b> Value of interest in common/collective trusts.....	<b>1c(9)</b>	38336294
<b>(10)</b> Value of interest in pooled separate accounts.....	<b>1c(10)</b>	41228415
<b>(11)</b> Value of interest in master trust investment accounts.....	<b>1c(11)</b>	
<b>(12)</b> Value of interest in 103-12 investment entities.....	<b>1c(12)</b>	
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds).....	<b>1c(13)</b>	
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts).....	<b>1c(14)</b>	
<b>(15)</b> Other.....	<b>1c(15)</b>	

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	40836294	45159415
<b>Liabilities</b>			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
<b>Net Assets</b>			
l Net assets (subtract line 1k from line 1f).....	1l	40836294	45159415

**Part II Income and Expense Statement**

2 Plan income, expenses, and changes in net assets for the year. 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. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	3931000	
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		3931000
<b>b Earnings on investments:</b>			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		0
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		0
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	2b(6)		2032154
(7) Net investment gain (loss) from pooled separate accounts .....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts .....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	2b(10)		
<b>c</b> Other income .....	2c		
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	2d		5963154
<b>Expenses</b>			
<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	2e(1)	1640033	
(2) To insurance carriers for the provision of benefits .....	2e(2)		
(3) Other .....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		1640033
<b>f</b> Corrective distributions (see instructions).....	2f		
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	2g		
<b>h</b> Interest expense.....	2h		
<b>i</b> Administrative expenses: (1) Professional fees .....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees .....	2i(3)		
(4) Other .....	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		0
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	2j		1640033
<b>Net Income and Reconciliation</b>			
<b>k</b> Net income (loss). Subtract line 2j from line 2d.....	2k		4323121
<b>l</b> Transfers of assets:			
(1) To this plan .....	2l(1)		
(2) From this plan.....	2l(2)		

**Part III Accountant's Opinion**

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

- (1)  Unmodified (2)  Qualified (3)  Disclaimer (4)  Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

- (1)  DOL Regulation 2520.103-8 (2)  DOL Regulation 2520.103-12(d) (3)  neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: JOHNSON OCONNOR FERON & CARUCCI LLP

(2) EIN: 20-3985546

d The opinion of an independent qualified public accountant is **not attached** because:

- (1)  This form is filed for a CCT, PSA, or MTIA. (2)  It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

**Part IV Compliance Questions**

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

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.) .....

	Yes	No	Amount
4a		X	

		Yes	No	Amount
<b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.).....	<b>4b</b>		X	
<b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) .....	<b>4c</b>		X	
<b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....	<b>4d</b>		X	
<b>e</b> Was this plan covered by a fidelity bond?.....	<b>4e</b>	X		500000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....	<b>4f</b>		X	
<b>g</b> 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? .....	<b>4g</b>		X	
<b>h</b> 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?.....	<b>4h</b>		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.).....	<b>4i</b>	X		
<b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.).....	<b>4j</b>		X	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? .....	<b>4k</b>		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan? .....	<b>4l</b>		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....	<b>4m</b>		X	
<b>n</b> 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. ....	<b>4n</b>			

**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 507054.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2022</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2022 or fiscal plan year beginning 11/01/2022 and ending 10/31/2023

<b>A</b> Name of plan <u>SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>DEDHAM INSTITUTION FOR SAVINGS</u>	<b>D</b> Employer Identification Number (EIN) <u>04-1238700</u>	

<b>Part I</b>	<b>Distributions</b>
---------------	----------------------

**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
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**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): 16-1213679

**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	33
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<b>Part II</b>	<b>Funding Information</b> (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)? .....  Yes  No  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.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....	<b>6a</b>	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year.....	<b>6b</b>	
<b>c</b> 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).....	<b>6c</b>	

**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? .....  Yes  No  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? .....  Yes  No  N/A

<b>Part III</b>	<b>Amendments</b>
-----------------	-------------------

**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.....  Increase  Decrease  Both  No

<b>Part IV</b>	<b>ESOPs</b> (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?.....  Yes  No

**11 a** Does the ESOP hold any preferred stock?.....  Yes  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.).....  Yes  No

**12** Does the ESOP hold any stock that is not readily tradable on an established securities market?.....  Yes  No

**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:

<b>a</b> 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).....	<b>14a</b>	
<b>b</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) .....	<b>14b</b>	
<b>c</b> 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).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year.....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year.....	<b>15b</b>	

**16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

**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 .....

**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 \_\_\_\_\_

**SBERA PENSION PLAN AS ADOPTED BY  
DEDHAM INSTITUTION FOR SAVINGS**

**FINANCIAL STATEMENTS  
AND SUPPLEMENTAL INFORMATION**

**Years Ended October 31, 2023 and 2022**

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
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## **INDEPENDENT AUDITORS' REPORT**

To the Board of Trustees  
Savings Banks Employees Retirement Association

### **Opinion**

We have audited the accompanying financial statements of SBERA Pension Plan as adopted by Dedham Institution for Savings, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of October 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of SBERA Pension Plan as adopted by Dedham Institution for Savings as of October 31, 2023 and 2022, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of SBERA Pension Plan as adopted by Dedham Institution for Savings and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about SBERA Pension Plan as adopted by Dedham Institution for Savings' ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

## **Auditors' Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of SBERA Pension Plan as adopted by Dedham Institution for Savings' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about SBERA Pension Plan as adopted by Dedham Institution for Savings' ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

## **Supplemental Schedule Required by ERISA**

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of October 31, 2023 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

*Johnson O'Connor Feron & Carucci LLP*

Wakefield, Massachusetts  
May 30, 2024

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

---

	October 31,	
	<u>2023</u>	<u>2022</u>
<b>ASSETS</b>		
Investment - Plan interest in Savings Banks Employees Retirement Association Common Collective Trust, at fair value	\$ 41,228,415	\$ 38,336,294
Employer contribution receivable	<u>3,931,000</u>	<u>2,500,000</u>
Net assets available for benefits	<u>\$ 45,159,415</u>	<u>\$ 40,836,294</u>

See notes to financial statements.

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**

	Years Ended October 31,	
	2023	2022
<b>ADDITIONS</b>		
Additions to net assets attributed to:		
Investment income:		
Plan interest in Savings Banks Employees Retirement Association Common Collective Trust net investment income	\$ 2,032,154	\$ -
Employer contributions	3,931,000	2,500,000
Total additions	5,963,154	2,500,000
<b>DEDUCTIONS</b>		
Deductions from net assets attributed to:		
Investment loss:		
Plan interest in Savings Banks Employees Retirement Association Common Collective Trust net investment loss	-	9,367,272
Benefits paid to participants:		
Lump sum withdrawals	991,113	2,596,904
Pensions to retired employees and beneficiaries	648,920	607,638
Total deductions	1,640,033	12,571,814
Net increase (decrease)	4,323,121	(10,071,814)
<b>NET ASSETS AVAILABLE FOR BENEFITS - BEGINNING OF YEAR</b>	40,836,294	50,908,108
<b>NET ASSETS AVAILABLE FOR BENEFITS - END OF YEAR</b>	\$ 45,159,415	\$ 40,836,294

See notes to financial statements.

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
NOTES TO FINANCIAL STATEMENTS**

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**1. DESCRIPTION OF PLAN**

The following brief description of the SBERA Pension Plan as adopted by Dedham Institution for Savings (the Plan) is provided for general information purposes only. Participants should refer to the Plan agreement for more complete information.

**General –**

The Plan is a defined benefit pension plan covering substantially all employees of Dedham Institution for Savings (the Bank). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Effective November 1, 2021, the bank converted their defined benefit pension plan to a cash balance plan. All benefits earned under the traditional defined benefit pension formula were frozen effective October 31, 2021 and the accrued benefit for each participant was established as the opening hypothetical account balance under the cash balance plan.

The Plan is administered by Savings Banks Employees Retirement Association (SBERA) which has overall responsibility for the operation and administration of the Plan. An Investment Committee consisting of the Plan's trustees determines the appropriateness of the Plan's investment offerings and monitors investment performance.

The Plan participates in the SBERA Common Collective Trust (the Trust). Under the Trust agreement, the Plan owns a portion of the net assets of the Trust, which represents its interest in the Trust. Within the Trust, each of the member banks' plan assets are jointly invested and the return on the assets is allocated to each plan based on the percentage of ownership each plan has in the Trust's net assets. Contributions made to and benefits paid from the Trust for the Plan result in increases or decreases in the Plan's ownership percentage in the net assets of the Trust.

**Eligibility Requirements –**

To become eligible for participation, an employee must have reached 21 years of age and completed 2 years of service. A year of service is defined as a 12 month period ending on the anniversary date of the participant's employment in which he/she has been credited with at least 1,000 hours of service.

**Vesting –**

Participants become 100% vested in the employer-provided benefit immediately upon satisfying the eligibility requirements or age 62, if earlier. In addition, participants become 100% vested upon death or disability.

**Funding Policy –**

The Bank's funding policy is to make annual contributions to the Plan in amounts that are estimated to fully provide for employees' benefits upon their retirement. The Bank's contributions for 2023 and 2022 were \$3,931,000 and \$2,500,000, respectively, which exceeded the minimum funding requirements of ERISA.

Although it has not expressed any intention to do so, the Bank has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
NOTES TO FINANCIAL STATEMENTS**

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**1. DESCRIPTION OF PLAN (Continued)**

**Participant Accounts –**

Under the Plan's provisions, principal and interest amounts are credited to each of the participants' hypothetical accounts at the end of each Plan year. Participants receive a principal credit equal to each participant's customized percentage, as defined in the Plan document, multiplied by their Plan earnings for the year. The applicable percentage ranges from 5% to 27% and is based on the participants' age and years of credited service. Participants are eligible to receive principal credits as of the end of each plan year in which a participant has worked at least 1,000 hours. In the year of retirement, death or termination, each participant will receive a principal credit regardless of hours worked based on their plan earnings through their last day of employment.

Participants also receive interest credits at the end of each Plan year based on the participant's account balance at the beginning of the Plan year and adjusted for any payments during the Plan year. Interest credits are based on the greater of the 30-year U.S. Treasury rate for September of the prior plan year or 3.50%, not to exceed 7.00%. For the years ended October 31, 2023 and 2022, the interest crediting rate was 3.55% and 3.50%, respectively.

**Pension Benefits –**

Prior to November 1, 2021, Employees are entitled to an employer sponsored benefit of 1.25% of the highest consecutive 3 year average earnings plus 0.60% of the highest consecutive 3 year average earnings in excess of covered compensation (as defined) for each of the first 30 years of service. Employees have minimum entitlements equal to the annuitized value of any prior employer contributions.

With the Plan's conversion to a cash balance plan, all benefits earned under the traditional formula were frozen effective October 31, 2021. Under the cash balance formula, upon reaching age 65, participants are eligible for monthly normal retirement benefits equal to the previously frozen benefit under the traditional formula plus the actuarial equivalent of the participant's vested account balance under the cash balance plan, as defined in the Plan document.

If an employee terminates before rendering 10 years of service, the right to receive benefits is forfeited. The Plan also provides for early retirement benefits on a reduced basis based on various age levels and completion of certain years of service. Employees may elect to receive the value of their accumulated plan benefits as a lump sum distribution upon retirement or termination, or they may elect to receive their benefits as a life annuity payable monthly from retirement. If the present value of an employee's vested benefit does not exceed \$5,000 at the time such individual becomes entitled to a distribution, such vested benefit shall be paid in a lump sum.

**Death and Disability Benefits –**

If an active participant dies, a death benefit equal to the actuarial equivalent of the participant's benefit is paid to the participant's beneficiary. Active employees who become totally disabled are entitled to a disability benefit to be distributed in accordance with the Plan document.

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
NOTES TO FINANCIAL STATEMENTS**

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**1. DESCRIPTION OF PLAN (Continued)**

**Administrative Expenses –**

Administrative expenses, including investment related fees, are paid directly by the Trust and are reflected in the Plan's share of the Trust net investment activity. In addition, included within the Plan's interest in the Trust's net investment income (loss), in the accompanying Statements of Changes in Net Assets Available for Benefits, are certain investment related expenses included in the Trust's unrealized appreciation (depreciation) of fair value of investments.

**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

The following are significant accounting policies followed by the Plan:

**Basis of Accounting –**

The financial statements of the Plan are prepared on the accrual basis of accounting.

**Use of Estimates –**

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires Plan management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein; disclosure of contingent assets and liabilities; and the actuarial present value of accumulated plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates.

**Investment Valuation and Income Recognition –**

The Plan's interest in the Trust is reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by its investment managers and custodians.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net investment income (loss) includes interest and dividend income and the Plan's gains and losses on investments bought and sold as well as held during the year. The Plan's sole investment at October 31, 2023 and 2022 is its interest in the Trust. Consequently, it recognizes investment income (loss) based on its percentage of interest in the Trust.

**Payment of Benefits –**

Benefit payments to participants are recorded when paid.

**Date of Management's Review –**

The Plan has evaluated subsequent events through May 30, 2024, the date the financial statements were available to be issued.

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS**  
**NOTES TO FINANCIAL STATEMENTS**

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**3. FAIR VALUE MEASUREMENTS**

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Trust has the ability to access.

Level 2: Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; or inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Certain investments are measured using the net asset value (NAV) as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. These investments measured using the NAV practical expedient in *Fair Value Measurement (Topic 820)* are exempt from categorization in the fair value hierarchy.

Following is a description of the valuation methodologies used for assets measured at fair value by the Trust. There have been no changes in the methodologies used by the Trust at October 31, 2023 or 2022.

*Certificates of deposit:*

Certificates of deposit are measured at amortized cost, which approximates fair value.

*Collective funds:*

Valued at either the closing price reported on the active market on which the individual securities are traded or valued at the NAV of units of a collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value or is a readily determinable fair value and is the basis for the current transactions. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Trust to initiate a full redemption of the collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the Trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
NOTES TO FINANCIAL STATEMENTS**

**3. FAIR VALUE MEASUREMENTS (Continued)**

*Equity securities:*

Valued at the closing price reported on the active market on which the individual securities are traded.

*Mutual funds:*

Valued at the daily closing price as reported by the fund. Mutual funds held by the Trust are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Trust are deemed to be actively traded.

*Limited partnerships and hedge funds:*

The funds are valued at NAV, without further adjustment, as calculated by the fund's manager based upon the terms and conditions of the organizational documents of the underlying investments, with further consideration to portfolio risks.

*Self-directed brokerage account:*

The brokerage account is comprised of exchange-traded funds and equities, which are listed on major U.S. exchanges and actively traded. The funds are valued at the closing price reported in the active market in which the securities are traded.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future values. Furthermore, although the Trust believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Trust's assets at fair value as of October 31, 2023 and 2022. Classification within the fair value hierarchy tables is based upon the lowest level of any input that is significant to the fair value measurement:

Description	Assets at Fair Value as of October 31, 2023			
	Level 1	Level 2	Level 3	Total
Certificates of deposit	\$ 8,336,538	\$ -	\$ -	\$ 8,336,538
Collective funds	132,603,299	-	-	132,603,299
Equity securities	194,589,745	-	-	194,589,745
Mutual funds	174,740,837	-	-	174,740,837
Self-directed brokerage account	391,062	-	-	391,062
Investments measured in the fair value hierarchy	510,661,481	-	-	510,661,481
Investments measured at net asset value (a)	-	-	-	1,145,015,898
Total investments, at fair value	\$ 510,661,481	\$ -	\$ -	\$ 1,655,677,379

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
NOTES TO FINANCIAL STATEMENTS**

**3. FAIR VALUE MEASUREMENTS (Continued)**

Description	Assets at Fair Value as of October 31, 2022			
	Level 1	Level 2	Level 3	Total
Certificates of deposit	\$ 8,073,723	\$ -	\$ -	\$ 8,073,723
Collective funds	125,207,548	-	-	125,207,548
Equity securities	404,961,941	-	-	404,961,941
Mutual funds	188,554,155	-	-	188,554,155
Self-directed brokerage account	288,253	-	-	288,253
Investments measured in the fair value hierarchy	<u>727,085,620</u>	<u>-</u>	<u>-</u>	<u>727,085,620</u>
Investments measured at net asset value (a)	<u>-</u>	<u>-</u>	<u>-</u>	<u>865,663,409</u>
Total investments, at fair value	<u>\$ 727,085,620</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,592,749,029</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

There were no transfers to or from Levels 1, 2, and 3 during the years ended October 31, 2023 and 2022.

**Investments Measured Using the Net Asset Value per Share Practical Expedient –**

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of October 31, 2023 and 2022, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Trust.

	Fair Value		Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
	2023	2022			
Collective Funds:					
Equity	\$ 499,272,857	\$ 260,094,695	\$ -	Daily	1 to 2 Days
Diversified	169,099,858	152,028,639	-	Daily	1 to 2 Days
Fixed income	276,069,176	237,466,329	-	Daily	1 to 2 Days
International equities	149,055,987	153,940,524	-	Daily	1 to 10 Days
Limited Partnerships:					
Emerging markets	36,560,913	44,281,614	-	Monthly	First business day of each calendar month
Hedge Funds:					
Multi-strategy (a)	163,015	2,202,946	-	Quarterly	90 Days
Global opportunities (b)	2,984,237	3,661,365	-	Quarterly	90 Days
Private investment entities (c)	11,809,855	11,987,297	-	Quarterly	90 Days
	<u>\$ 1,145,015,898</u>	<u>\$ 865,663,409</u>	<u>\$ -</u>		

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
NOTES TO FINANCIAL STATEMENTS**

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**3. FAIR VALUE MEASUREMENTS (Continued)**

**Investments Measured Using the Net Asset Value per Share Practical Expedient (Continued) –**

- (a) This category includes investments in hedge funds that pursue multiple strategies to diversify risks and reduce volatility. Fund objectives are to seek above-average rates of return and long-term capital growth through investments, which are fund of funds with a diversified portfolio of private investment entities and/or separately managed accounts managed by investment managers or achieve superior risk-adjusted capital appreciation over the long-term, generally through an investment, which invests in private investment funds and discretionary managed accounts, structured notes, swaps or other similar products. The fair values of the investments in this category have been determined using the net asset value per share of the fund(s).
- (b) This category has an investment strategy to pursue a hybrid absolute return via portfolio managers, secondaries and co-investments with a flexible and opportunistic mandate tactically allocating capital to look to capitalize on market dislocations and inefficiencies. The opportunities are expected to fall within the following strategies: Niche Alternatives and Private Credit and Hedge Fund secondaries. The fair value of the investments in this category have been determined using the last sales price, for listed securities, and in accordance with the agreement terms for portfolio-managed investments, notes, swaps, and other similar products.
- (c) The fund's investment objective is to invest in highly attractive, select investment opportunities by maintaining investments through private investment entities and/or separately managed accounts (each, an Investment or a Portfolio and collectively, the Investments or the Portfolios) with investment management professionals (each a Manager and collectively, the Managers) specializing in various alternative investment strategies. The Managers have broad investment experience and the ability to leverage their existing relationships with corporate management teams, investment banks and other institutions to gain access to certain investment opportunities. As such, the Manager is presented with "best idea" investment opportunities, typically in asset classes where market dislocations or other events have created attractive investment opportunities. The Managers are not restricted in the investment strategies that they may employ across different asset classes and regions. The Manager anticipates that any number of strategies will be eligible for consideration for investment by the fund and the fund reserves the right to invest in any particular strategy or asset class it deems appropriate.

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
NOTES TO FINANCIAL STATEMENTS**

**4. INVESTMENT - PLAN INTEREST IN THE TRUST**

All of the Plan's investments are in the Trust, which was established for the investment of assets of the Plan and several other member bank sponsored retirement plans. Each participating retirement plan has an undivided interest in the Trust. The assets of the Trust are held by several custodians.

The value of the Plan's interest in the Trust is based on the beginning of year value of the Plan's interest in the Trust plus actual contributions and allocated investment income (loss) less actual distributions and allocated administrative expenses. At October 31, 2023 and 2022, the Plan's interest in the Trust was approximately 2.60% and 2.45%, respectively. Investment income (loss) and administrative expenses relating to the Trust are allocated to the individual plans based upon average monthly balances invested by each plan.

The following table presents the net assets of the Trust:

	October 31, 2023		October 31, 2022	
	Master Trust Balances	Plan's Interest in Master Trust Balances	Master Trust Balances	Plan's Interest in Master Trust Balances
<b>ASSETS</b>				
Investments, at fair value:				
Collective funds:				
Fixed income	\$ 408,672,475	\$ 13,415,333	\$ 362,673,877	\$ 11,334,786
Equity	648,328,844	15,113,341	414,035,219	9,862,139
Diversified	169,099,858	-	152,028,639	-
Total collective funds	1,226,101,177	28,528,674	928,737,735	21,196,925
Equity securities	194,589,745	4,883,194	404,961,941	8,832,887
Mutual funds	174,740,837	5,723,578	188,554,155	6,038,730
Limited partnerships	36,560,913	1,369,484	44,281,614	1,427,485
Hedge funds	14,957,107	542,513	17,851,608	623,806
Certificates of deposit	8,336,538	-	8,073,723	-
Self-directed brokerage account	391,062	-	288,253	-
Total investments, at fair value	1,655,677,379	41,047,443	1,592,749,029	38,119,833
Cash and cash equivalents	56,112,147	203,169	47,424,070	188,442
Interest and dividends accrued on investments	2,519,133	71,716	4,902,517	121,831
Accounts receivable and prepaid benefits	609,503	23,064	255,512	9,253
Contributions receivable	15,985,115	3,931,000	17,227,000	2,500,000
Notes receivable from participants	9,616,682	-	9,252,921	-
Total assets	1,740,519,959	45,276,392	1,671,811,049	40,939,359
<b>LIABILITIES</b>				
Accrued operating and other expenses	3,653,304	116,977	4,130,696	103,065
Net assets available for benefits	\$ 1,736,866,655	\$ 45,159,415	\$ 1,667,680,353	\$ 40,836,294

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
NOTES TO FINANCIAL STATEMENTS**

**4. INVESTMENT - PLAN INTEREST IN THE TRUST (Continued)**

The following table presents the net investment income (loss) of the Trust:

	Years Ended October 31,	
	2023	2022
Investment income (loss):		
Interest and dividends	\$ 30,671,045	\$ 26,515,136
Net appreciation (depreciation) in fair value of investments	58,188,872	(403,040,459)
Total investment income (loss)	88,859,917	(376,525,323)
Administrative expenses	(4,117,428)	(5,272,981)
Total net investment income (loss)	\$ 84,742,489	\$ (381,798,304)
Portion allocated to this Plan:		
Net investment income (loss)	\$ 2,032,154	\$ (9,367,272)

The following table presents the changes in net assets of the Trust:

	Years Ended October 31,	
	2023	2022
Contributions	\$ 74,464,975	\$ 73,713,688
Net investment income (loss)	84,742,489	(381,798,304)
Total additions (deductions)	159,207,464	(308,084,616)
Benefit payments	90,021,162	194,873,900
Total deductions	90,021,162	194,873,900
Net increase (decrease)	69,186,302	(502,958,516)
Net assets available for benefits:		
Beginning of year	1,667,680,353	2,170,638,869
End of year	\$ 1,736,866,655	\$ 1,667,680,353

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
NOTES TO FINANCIAL STATEMENTS**

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**5. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS**

Accumulated plan benefits are those future periodic payments, including lump sum distributions that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired, disabled or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died and (c) present employees or their beneficiaries. The accumulated plan benefits for active employees are based on 1.25% of the highest consecutive 3 year average plus 0.60% of the highest consecutive 3 year average earnings in excess of covered compensation for each of the first 30 years of service. Benefits payable under all circumstances – retirement, death, disability and termination of employment – are included to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by a consulting actuary and is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

The significant assumptions underlying the actuarial computations in determining the present value of accumulated plan benefits are as follows:

Interest Rate	7.00% (2023 and 2022)
Mortality Basis	Amount-Weighted White Collar Pri-2012 Mortality Tables, then projected with mortality improvements using scale MP-2021 (2023 and 2022)
Retirement	Ages 55 to 70 on a sliding scale (2023 and 2022)
Withdrawal	Probability based on years of service as follows:

Years of Service	2023	2022
0 - 1	22.3%	16.4%
1 - 2	20.8%	15.1%
2 - 3	20.3%	13.7%
3 - 4	15.6%	12.4%
4 - 5	12.8%	11.1%
5 - 6	10.8%	9.7%
6 - 10+	20.1%	28.1%

Changes in actuarial assumptions are noted above, if applicable. The computation of the actuarial present value of accumulated plan benefits was made as of November 1, 2023 and 2022. Had the valuations been performed as of October 31, 2023 and 2022, there would be no material differences.

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
NOTES TO FINANCIAL STATEMENTS**

**5. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS (Continued)**

The foregoing assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The actuarial present value of accumulated plan benefits under the Plan, as calculated by the consulting actuary, was as follows:

	November 1,	
	2023	2022
Vested benefits:		
Participants currently receiving payments	\$ 6,043,008	\$ 6,201,233
Other participants	29,873,648	27,974,455
Total vested	<u>35,916,656</u>	<u>34,175,688</u>
Nonvested benefits	<u>70,342</u>	<u>185,060</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 35,986,998</u>	<u>\$ 34,360,748</u>

The changes in the actuarial present value of accumulated plan benefits were as follows:

	Years Ended November 1,	
	2023	2022
Actuarial present value of accumulated plan benefits at beginning of year	<u>\$ 34,360,748</u>	<u>\$ 40,331,882</u>
Increase (decrease) during the year attributable to:		
Benefits accumulated (including actuarial gains and losses)	2,230,746	1,021,470
Income from interest due to the decrease in discount period	2,347,851	2,711,073
Benefits paid	(1,640,033)	(3,204,542)
Change in assumptions	<u>(1,312,314)</u>	<u>(6,499,135)</u>
Net increase (decrease)	<u>1,626,250</u>	<u>(5,971,134)</u>
Actuarial present value of accumulated plan benefits at end of year	<u>\$ 35,986,998</u>	<u>\$ 34,360,748</u>

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
NOTES TO FINANCIAL STATEMENTS**

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**6. RISKS AND UNCERTAINTIES**

The Plan, through its investment in the Trust, invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect the amounts reported in the Statements of Net Assets Available for Benefits.

Plan contributions are made, and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near-term would-be material to the financial statements.

**7. PLAN TERMINATION**

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

- 1) Benefits attributable to employee contributions, taking into account those paid out before termination.
- 2) Annuity benefits that former employees or their beneficiaries have been receiving for at least 3 years, or that employees eligible to retire for that 3 year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those 3 years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the 5 years preceding Plan termination.
- 3) Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. government agency) up to the applicable limitations. The limit was \$6,750.00 and \$6,204.55 for the years ended October 31, 2023 and 2022, respectively.
- 4) All other vested benefits (that is, vested benefits not insured by PBGC).
- 5) All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
NOTES TO FINANCIAL STATEMENTS**

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**8. TAX STATUS**

The SBERA Pension Plan as adopted by the Plan is a volume submitter plan. Benefit Plan Administrative Services, LLC (BPAS) maintains the overall volume submitter plan document (master document). BPAS has applied for and received Internal Revenue Service (IRS) approval of the master document. As of September 28, 2018, a favorable opinion letter has been received by the volume submitter plan sponsor. The Plan's administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the Internal Revenue Code (IRC). Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Department of Labor or IRS. The Plan is subject to routine audits by taxing jurisdictions, however, there are currently no audits for any tax periods in progress.

**9. RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS**

Northeast Retirement Services (NRS), by contract with the approval of the Boards of Trustees of SBERA and NRS, provides various administrator support services, compliance services, payment services, recordkeeping services, actuarial services, legal support services and training in connection with the administration of defined benefit plans for SBERA. The costs associated with these services are funded by an assessment on each SBERA employer member on a quarterly basis for their proportionate share. In 2023 and 2022, the rate for the defined benefit plans was \$1,261.75 per employer member (\$1,536.75 for plans with over 100 participants) per quarter. In 2023 and 2022, there was also a fee of \$27.95 per active participant per quarter, plus an additional 1.25 basis point assessment on assets.

The Plan invests in a common collective trust managed by SBERA, the trustee of the Plan. Additionally, Global Trust Company, a wholly owned subsidiary of NRS, is the trustee of one collective fund that the Plan holds investments in. Therefore, these qualify as party-in-interest transactions.

**SUPPLEMENTAL INFORMATION**

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
EIN: 04-1238700, PLAN NUMBER: 001**

**SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
October 31, 2023**

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party	Description of investment, including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current value	
* Plan Interest in Savings Banks Employees Retirement Association	Savings Banks Employees Retirement Association Common Collective Trust	<u>\$ 47,142,794</u>	<u>\$ 45,159,415</u>	

\* Party-in-interest as defined by ERISA.

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SBERA Pension Plan as Adopted by Dedham Institution for Savings  
 Schedule SB, Line 26 - Schedule of Active Participant Data  
 EIN/PN: 04-1238700/001

Attained Age	Years of Credited Service										Summary
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up	
<b>Under 25</b>	0	4	2	0	0	0	0	0	0	0	6
<b>25 to 29</b>	1	6	9	0	0	0	0	0	0	0	16
<b>30 to 34</b>	0	6	6	6	0	0	0	0	0	0	18
<b>35 to 39</b>	0	2	3	4	4	2	0	0	0	0	15
<b>40 to 44</b>	0	4	4	1	4	5	2	0	0	0	20
<b>45 to 49</b>	0	2	4	0	0	1	5	1	0	0	13
<b>50 to 54</b>	0	4	6	1	1	1	3	7	1	0	24
<b>55 to 59</b>	0	3	5	2	0	6	2	6	2	1	27
<b>60 to 64</b>	0	2	2	4	2	4	4	3	0	2	23
<b>65 to 69</b>	1	0	2	4	1	0	0	0	0	3	11
<b>70 &amp; up</b>	0	2	2	1	1	0	1	0	0	0	7
<b>Total</b>	2	35	45	23	13	19	17	17	3	6	180

## Actuarial Assumptions and Methods

The valuation of a defined benefit pension plan involves estimates and assumptions about the probability of events occurring far into the future. Examples include assumptions about future employment, mortality, and retirement. **Below is a description of the actuarial assumptions and methods used in the valuation.**

### Funding Target Liability

**Valuation Date:** November 1, 2022

**Demographic Information:** The demographic information was provided as of November 1, 2022 by Dedham Savings. Although we did not audit the data, we did review the data for reasonableness.

**Actuarial Cost Method:** As required by PPA, the Traditional Unit Credit Cost Method was used.

**Asset Valuation Method:** Market Value of Assets, as provided by the Trustee.

**Actuarial Valuation Software:** For purposes of developing the projected future benefit payments as well as determining attributed liabilities and normal costs as of the valuation date, we utilized the ProVal software platform developed by Winklevoss Technologies. We believe this externally developed valuation system is appropriate, was used for its intended purpose, and did not produce unreasonable results.

**Interest Rates for Minimum Required Contribution:** The October 2022 funding segment rates were utilized as prescribed by IRC Section 430(h) and elected by Dedham Savings. Below, please find the segment rates after reflection of the segment rate stabilization provisions of IRC Section 430(h)(2)(C)(iv) with regard to provisions provided under Section 9706 of the American Rescue Plan Act of 2021.

Segment	Interest Rate
Segment 1	4.75%
Segment 2	5.18%
Segment 3	5.92%

Effective Interest Rate
5.52%

Segment 1 is applied to benefit payments expected to be made in the first 5 years, segment 2 is applied to benefit payments expected to be made in the next 15 years and segment 3 is applied thereafter.

**SECTION V****DATA, ASSUMPTIONS AND PROVISIONS**

**Interest Rates used to determine Maximum Recommended Contribution:** Below, please find the segment rates without reflection of the segment rate stabilization provisions of IRC Section 430(h)(2)(C)(iv).

Segment	Interest Rate
Segment 1	1.57%
Segment 2	3.21%
Segment 3	3.66%

Effective Interest Rate
3.43%

Segment 1 is applied to benefit payments expected to be made in the first 5 years, segment 2 is applied to benefit payments expected to be made in the next 15 years and segment 3 is applied thereafter.

**Rate of Compensation Increase:** Salaries are assumed to increase at 4.00% per year, based on discussions with the Bank regarding historical experience, future expectations, and current market conditions.

**Mortality:**

*Base mortality table:* The sex distinct RP-2014 mortality tables for employees and healthy annuitants, adjusted backward to 2006 with Scale MP-2014.

*Mortality improvements:* The base mortality table is adjusted by projecting mortality improvements using Scale MP-2020 from the year 2006 through 2022, with an additional projection period of 8 years for males and 9 years for females. For ages below 80, the additional projection period is increased by 1 year for each year below age 80. For ages above 80, the additional projection period is reduced (but not below zero) by 1/3 year for each year above 80.

**Turnover:** Due to limited available experience, the assumption utilized was determined by the prior actuary (Compass Retirement Consulting Group). The rates used in this valuation are illustrated below:

Service	Percentage
0 to 1	16.400%
1 to 2	15.067%
2 to 3	13.733%
3 to 4	12.400%
4 to 5	11.067%
5 to 6	9.733%
6 to 7	8.400%
7 to 8	7.067%
8 to 9	5.733%
9 to 10	4.400%
10+ (age 55)	2.500%

**Retirement Incidence:** Due to limited available experience, the assumption utilized was determined by the prior actuary (Compass Retirement Consulting Group). The rates used in this valuation are illustrated below:

Age	Percentage
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	5.00%
61	5.00%
62	33.33%
63	10.00%
64	10.00%
65	50.00%
66	33.33%
67	33.33%
68	33.33%
69	33.33%
70	100.00%

Current and future vested terminated participants are assumed to retire at age 65.

**Disability:** Rates of decrement due to disability are assumed to be 0%.

**Interest Crediting Rate for Determining Projected Cash Balance Accounts:** 3.55% per year. This assumption was selected based on the interest crediting rate in effect for the plan year beginning on the valuation date.

**Assumptions used to Convert Annuities to Actuarially Equivalent Lump Sum Amounts:** In accordance with IRS Regulation 1.430(d)-1(f)(5)(ii)(B), annuities are converted to actuarially equivalent lump sum amounts using the current applicable mortality table under IRC Section 417(e)(3) that would apply to a distribution with an annuity starting date occurring on the valuation date and the underlying valuation interest rates under IRC Section 430(h)(2).

**Assumptions used to Annuitize Cash Balance Accounts:** The current applicable mortality table under IRC Section 417(e)(3) that would apply to a distribution with an annuity starting date occurring on the valuation date and 5.00%, based on the Plan provisions.

**Form of Benefit:** Active participants are assumed to elect a lump sum upon retirement, termination, or death prior to retirement. Terminated vested participants are assumed to elect a life annuity at their Normal Retirement Age. The assumed form of benefit was based on the Plan provisions and the Bank's expectations.

**Administrative Expenses:** Actual plan expenses, not including investment advisory fees, paid out of the trust during the previous plan year rounded to the nearest thousand.

**Spouse Assumptions:** 100% of participants not currently collecting benefits are assumed to be married, with spouses assumed to be the same age as participants.

**Compensation and Benefit Limitation:** The actual IRC Section 401(a)(17) compensation limit and the IRC Section 415 benefit limitation in effect was used for the November 1, 2022 and November 1, 2023 plan years. Thereafter, the limits were assumed to increase 2.50% per year.

**Social Security National Average Wage:** The actual Social Security Wage Base in effect for 2022 and 2023 was used. Thereafter, the Wage Base is based on assumed increases of 3.00% per year in the National Average Wage.

## Actuarial Present Value of Accumulated Plan Benefits (ASC 960)

**Interest Rate:** 7.00%, based on a review of the Plan's asset allocation, investment policy (as shown in the annual funding notice), and expected returns using recent capital market assumptions published by leading financial organizations.

**Mortality:** The sex-distinct Amount-Weighted White Collar Pri-2012 Mortality Tables for employees, healthy annuitants, and contingent survivors with mortality improvement projected using Scale MP-2021 on a fully generational basis. This assumption was based on a review of published mortality tables and after a review of the demographics and industry of the Plan.

**Assumptions used to Convert Annuities to Actuarially Equivalent Lump Sum Amounts:** The segment interest rates in the table below. This assumption was selected based on the applicable segment rates under IRC Section 417(e) for the plan year beginning on the valuation date.

Segment	Interest Rate
Segment 1	4.48%
Segment 2	5.26%
Segment 3	5.07%

Segment 1 is applied to benefit payments expected to be made in the first 5 years, segment 2 is applied to benefit payments expected to be made in the next 15 years and segment 3 is applied thereafter.

Unless specifically mentioned, all remaining assumptions for the Actuarial Present Value of Accumulated Plan Benefits remain the same as described for the Funding Target Liability above.

<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  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).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2022</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2022 or fiscal plan year beginning 11/01/2022 and ending 10/31/2023

▶ **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.

<b>A</b> Name of plan SBERA Pension Plan as adopted by Dedham Institution for Savings	<b>B</b> Three-digit plan number (PN) ▶	001
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Dedham Institution for Savings	<b>D</b> Employer Identification Number (EIN) 04-1238700	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input checked="" type="checkbox"/> 101-500 <input type="checkbox"/> More than 500	

<b>Part I Basic Information</b>			
<b>1</b> Enter the valuation date:	Month <u>11</u>	Day <u>01</u>	Year <u>2022</u>
<b>2</b> Assets:			
<b>a</b> Market value .....	<b>2a</b>	40,690,847	
<b>b</b> Actuarial value .....	<b>2b</b>	40,690,847	
<b>3</b> Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
<b>a</b> For retired participants and beneficiaries receiving payment .....	27	6,938,832	6,938,832
<b>b</b> For terminated vested participants .....	118	4,532,359	4,574,983
<b>c</b> For active participants .....	180	24,963,736	25,138,183
<b>d</b> Total .....	325	36,434,927	36,651,998
<b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>		
<b>b</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 .....	<b>4b</b>		
<b>5</b> Effective interest rate .....	<b>5</b>	5.52%	
<b>6</b> Target normal cost .....			
<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	1,940,849	
<b>b</b> Expected plan-related expenses .....	<b>6b</b>		
<b>c</b> Total (line 6a + line 6b) .....	<b>6c</b>	1,940,849	

**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.

<b>SIGN HERE</b>	<u>Michael J. Costanza, FSA, EA, MAAA</u> <i>MJC</i> Signature of actuary <u>Michael J. Costanza, FSA, EA, MAAA</u> Type or print name of actuary <u>BPAS Actuarial &amp; Pension Services</u> Firm name <u>706 N. Clinton St</u> <u>Suite 200</u> <u>Syracuse NY 13204</u> Address of the firm	<u>4/22/2024</u> Date <u>2307837</u> Most recent enrollment number <u>315-703-8982</u> Telephone number (including area code)
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<b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b>				
<b>21</b> Discount rate:				
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 5.18 %	3rd segment: 5.92 %	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code) .....				<b>21b</b> 1
<b>22</b> Weighted average retirement age .....				<b>22</b> 62
<b>23</b> Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

<b>Part VI Miscellaneous Items</b>				
<b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
<b>25</b> 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			
<b>26</b> Demographic and benefit information				
<b>a</b> 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>b</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			
<b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....				<b>27</b>

<b>Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years</b>				
<b>28</b> Unpaid minimum required contributions for all prior years .....				<b>28</b> 0
<b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....				<b>29</b> 0
<b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29) .....				<b>30</b> 0

<b>Part VIII Minimum Required Contribution For Current Year</b>				
<b>31</b> Target normal cost and excess assets (see instructions):				
<b>a</b> Target normal cost (line 6c) .....				<b>31a</b> 1,940,849
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....				<b>31b</b> 1,940,849
<b>32</b> Amortization installments:	Outstanding Balance		Installment	
<b>a</b> Net shortfall amortization installment .....	0		0	
<b>b</b> Waiver amortization installment .....	0		0	
<b>33</b> 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 .....				<b>33</b> 0
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....				<b>34</b> 0
	Carryover balance	Prefunding balance	Total balance	
<b>35</b> Balances elected for use to offset funding requirement .....	0	0	0	
<b>36</b> Additional cash requirement (line 34 minus line 35) .....				<b>36</b> 0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....				<b>37</b> 3,675,654
<b>38</b> Present value of excess contributions for current year (see instructions)				
<b>a</b> Total (excess, if any, of line 37 over line 36)				<b>38a</b> 3,675,654
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....				<b>38b</b> 0
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....				<b>39</b> 0
<b>40</b> Unpaid minimum required contributions for all years .....				<b>40</b> 0

<b>Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>				
<b>41</b> 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 type="checkbox"/> 2021				

SBERA Pension Plan as Adopted by Dedham Institution for Savings  
 Schedule SB, Line 22 - Description of Weighted Average Retirement Age  
 EIN/PN: 04-1238700/001

Retirement Rates - Employees were assumed to retire in accordance with the rates shown below:

Age	Retirements per 1000 employees	Accumulated years
55	50	2.75
56	50	2.66
57	50	2.57
58	50	2.49
59	50	2.40
60	50	2.32
61	50	2.24
62	333	14.43
63	100	2.93
64	100	2.68
65	500	12.26
66	333	4.15
67	333	2.81
68	333	1.90
69	333	1.28
70	1000	2.61

Weighted Average Retirement Age:

62.48

## Plan Provisions

This summary is intended as an outline of plan provisions and does not alter the intent or meaning of the provisions contained in the plan document.

**Plan Sponsor:** Dedham Savings  
**EIN/PN:** 04-1238700/001

### EFFECTIVE DATE OF LAST AMENDMENT

The Plan was last amended effective October 31, 2021, to freeze benefits earned through that date under the final average earnings plan design. Effective November 1, 2021, all future benefits will be earned under a cash balance plan design.

### ELIGIBILITY

Employees become eligible to participate in the Plan on the first day of the month coinciding with or next following the attainment of age 21 and two years of service.

### EMPLOYEE CONTRIBUTIONS

Participants are not required to contribute.

### RETIREMENT

- i. Normal Retirement.* Participant's Normal Retirement Date is the first day of the month following the month during which a Participant attains age 65.
- ii. Early Retirement.* Participant's Early Retirement Date is the first day of any month coinciding with or next following the date the Participant attains age 62, age 55 after completing 10 years of plan service, or age 50 after completing 15 years of plan service.
- iii. Late Retirement.* After Normal Retirement Date.

### BENEFIT AT RETIREMENT

- i. Normal Retirement Benefit.* The sum of the frozen accrued benefit under the Traditional Formula plus the Cash Balance Account benefit.

#### **Traditional Formula**

The monthly retirement benefit shall be equal to 1.25% of the average compensation for the highest consecutive 3 years of service plus 0.60% of the average compensation for the highest consecutive 3 years of service in excess of covered compensation for each of the first 30 years of service.

Benefits earned under the Traditional Formula are frozen effective October 31, 2021.

**Cash Balance Plan Design**

Service Credits and Interest Credits are added to Cash Balance Accounts each year, as described below.

Service Credits: Cash Balance Accounts will receive a Service Credit as of the end of each Plan Year in which a Participant has worked at least 1,000 hours. In the year of retirement, death or termination, each Participant will receive a Service Credit regardless of hours worked based on their Compensation through their last day of employment. There is no 30 year cap on benefit accruals.

The amount of each year's Service Credit is determined based on the Participant's assigned tier and attained age as of the end of the Plan Year multiplied by their Compensation for the Plan Year.

Each Participant's tier is specified under a schedule in the Pension Plan document. Employees hired or rehired after October 31, 2021 after incurring a one-year Break in Service shall receive Service Credits at the rate of 5% of Compensation.

Interest Credits: Interest Credits will be added to account balances at the end of each Plan Year, based on the account balance at the beginning of the Plan Year and adjusted for any payments during the Plan Year. Interest Credits will be based on the greater of the 30-year U.S. Treasury rate for September of the prior Plan Year or 3.50%, capped at 7%. Most employees will start with a zero account balance at November 1, 2021.

A participant's Account Balance will be converted to an actuarially equivalent monthly pension benefit using a 5% interest rate and the current applicable mortality table under IRC Section 417(e)(3), as stated in the Plan document.

- ii. *Early retirement Benefit.* Accrued normal retirement benefit, reduced by 7% for each year by which Early Retirement Date precedes the Participant's Normal Retirement Date.
- iii. *Late Retirement Benefit.* The greater of the benefit determined in the same manner as the Normal Retirement Benefit including years of service and compensation after Normal Retirement or the actuarial equivalent of the Normal Retirement Benefit.
- iv. *Maximum Benefits.* The maximum retirement benefit is determined in accordance with Section 415 of the Internal Revenue Code and Regulations.

**NORMAL AND OPTIONAL FORMS OF BENEFIT**

Normal Form: Life Annuity

Optional Forms: Ten Year Certain and Life annuity, Joint and Survivor annuity with either 50%, 75% or 100% continuation to the survivor, Joint and Either annuity with 67% continuation to the survivor, Joint and Either annuity with ten years certain and either 67% or 100% continuation to the survivor, and Lump Sum distribution.

The Qualified Joint and Survivor Annuity (QJS) and other available optional forms are “actuarially equivalent” to the normal form, meaning that the amount of benefit is determined so as to have the same value when computed using the following actuarial assumptions:

Interest – 6.00% per annum

Mortality – 1971 Individual Annuity Mortality Table for Males setback 3 years.

**VESTING**

The employee will be immediately and fully vested upon participation in the plan.

**DEATH BENEFITS**

The Qualified Pre-Retirement Survivor Annuity (QPSA) plus the excess, if any, of the Present Value of the Participant’s Vested Accrued Benefit minus the Present Value of the qualified pre-retirement survivor annuity.

**SBERA PENSION PLAN AS ADOPTED BY DEDHAM INSTITUTION FOR SAVINGS  
EIN: 04-1238700, PLAN NUMBER: 001**

**SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
October 31, 2023**

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party	Description of investment, including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current value	
* Plan Interest in Savings Banks Employees Retirement Association	Savings Banks Employees Retirement Association Common Collective Trust	<u>\$ 47,142,794</u>	<u>\$ 45,159,415</u>	

\* Party-in-interest as defined by ERISA.