

Form 5500-SF Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Short Form Annual Return/Report of Small Employee Benefit Plan This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ► Complete all entries in accordance with the instructions to the Form 5500-SF.	OMB Nos. 1210-0110 1210-0089 <div style="border: 1px solid black; padding: 5px; text-align: center; font-weight: bold; font-size: 1.2em;">2022</div> This Form is Open to Public Inspection
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Part I Annual Report Identification Information	
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>	
A This return/report is for:	☒ a single-employer plan ☐ a multiple-employer plan (not multiemployer) (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
B This return/report is	☐ the first return/report ☐ the final return/report ☒ an amended return/report ☐ a short plan year return/report (less than 12 months)
C Check box if filing under:	☒ Form 5558 ☐ automatic extension ☒ DFVC program ☐ special extension (enter description)
D If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ☐	

Part II Basic Plan Information —enter all requested information			
1a Name of plan ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF THE EXXONMOBIL COGENERATION FACILITY	1b Three-digit plan number (PN) ►	001	
	1c Effective date of plan 06/01/2019		
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) ETHOSENERGY (USA), LLC MATTHIAS PIOTROWICZ 3100 SOUTH SAM HOUSTON PARKWAY EAST HOUSTON, TX 77047	2b Employer Identification Number (EIN) <u>06-1305671</u>	2c Sponsor's telephone number 346-547-5997	2d Business code (see instructions) 811310
3a Plan administrator's name and address ☒ Same as Plan Sponsor.	3b Administrator's EIN	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report. a Sponsor's name <u>ETHOSENERGY, GTS HOLDINGS (US) LLC</u> c Plan Name <u>ETHOSENERGY PENSION PLAN FOR EMPLOYEES OF THE EXXONMOBIL CO-GENERATION FACILITY</u>	4b EIN <u>76-0466008</u>	4d PN <u>004</u>	
5a Total number of participants at the beginning of the plan year.....	5a	81	
b Total number of participants at the end of the plan year	5b	91	
c Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	5c		
d(1) Total number of active participants at the beginning of the plan year	5d(1)	75	
d(2) Total number of active participants at the end of the plan year.....	5d(2)	78	
e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	5e	2	
Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.			
Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.			
SIGN HERE	Filed with authorized/valid electronic signature.	08/23/2024	MATTHIAS PIOTROWICZ
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.)..... ☒ Yes ☐ No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.)..... ☒ Yes ☐ No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.**
- c** If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? ☒ Yes ☐ No ☐ Not determined
- If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 537682. (See instructions.)

Part III Financial Information

7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets.....	7a	1287722	1458460
b Total plan liabilities.....	7b		
c Net plan assets (subtract line 7b from line 7a).....	7c	1287722	1458460
8 Income, Expenses, and Transfers for this Plan Year		(a) Amount	(b) Total
a Contributions received or receivable from:			
(1) Employers.....	8a(1)	538291	
(2) Participants.....	8a(2)		
(3) Others (including rollovers).....	8a(3)		
b Other income (loss).....	8b	-163576	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b).....	8c		374715
d Benefits paid (including direct rollovers and insurance premiums to provide benefits).....	8d	135522	
e Certain deemed and/or corrective distributions (see instructions).....	8e		
f Administrative service providers (salaries, fees, commissions).....	8f	68455	
g Other expenses.....	8g		
h Total expenses (add lines 8d, 8e, 8f, and 8g).....	8h		203977
i Net income (loss) (subtract line 8h from line 8c).....	8i		170738
j Transfers to (from) the plan (see instructions).....	8j		

Part IV Plan Characteristics

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

Part V Compliance Questions

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

Part VI Pension Funding Compliance

11 Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and lines 11a and b below.) If this is a defined contribution pension plan, leave line 11 blank and complete line 12 below. ☒ Yes ☐ No

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

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

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

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

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

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

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

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

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

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

Part VII Plan Terminations and Transfers of Assets

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

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

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

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

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

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

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

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

A Name of plan <u>ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF THE EXXONMOBIL COGENERATION FACILITY</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>ETHOSENERGY (USA), LLC</u>	D Employer Identification Number (EIN) <u>06-1305671</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☒ 101-500 ☐ More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2022</u>	
2 Assets:	
a Market value.....	2a <u>1278217</u>
b Actuarial value	2b <u>1278217</u>
3 Funding target/participant count breakdown	(1) Number of participants (2) Vested Funding Target (3) Total Funding Target
a For retired participants and beneficiaries receiving payment	<u>0</u> <u>0</u> <u>0</u>
b For terminated vested participants.....	<u>6</u> <u>45498</u> <u>45498</u>
c For active participants.....	<u>75</u> <u>949564</u> <u>1213390</u>
d Total	<u>81</u> <u>995062</u> <u>1258888</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐	
a Funding target disregarding prescribed at-risk assumptions.....	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b
5 Effective interest rate.....	5 <u>5.52</u> %
6 Target normal cost	
a Present value of current plan year accruals.....	6a <u>414568</u>
b Expected plan-related expenses	6b <u>25000</u>
c Total (line 6a + line 6b)	6c <u>439568</u>

Statement by Enrolled Actuary

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

SIGN HERE		<u>08/02/2024</u>
Signature of actuary		Date
<u>DANIEL G. MCCARTHY, ASA, EA</u>		<u>23-08718</u>
Type or print name of actuary		Most recent enrollment number
<u>DEFINITI</u>		<u>281-286-1100</u>
Firm name		Telephone number (including area code)
<u>3 HOLLAND ST.</u> <u>ERIE, PA 16507</u>		
Address of the firm		

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

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

Schedule SB (Form 5500) 2022
v. 220413

Part II Beginning of Year Carryover and Prefunding Balances		
	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year).....	0	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of <u>-15.56</u> %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year).....		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.68</u> %.....		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance.....		0
d Portion of (c) to be added to prefunding balance.....		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12).....	0	0

Part III Funding Percentages		
14 Funding target attainment percentage	14	101.53 %
15 Adjusted funding target attainment percentage	15	101.53 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement.....	16	98.00 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
03/09/2023	436291				
09/13/2023	102000				
			Totals ►	18(b)	538291
				18(c)	0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
a Contributions allocated toward unpaid minimum required contributions from prior years.....	19a 36115
b Contributions made to avoid restrictions adjusted to valuation date.	19b 0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c 454975
20 Quarterly contributions and liquidity shortfalls:	
a Did the plan have a "funding shortfall" for the prior year?.....	☒ Yes ☐ No
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☐ Yes ☒ No
c If line 20a is "Yes," see instructions and complete the following table as applicable:	

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

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
4.75 %2nd segment:
5.18 %3rd segment:
5.92 %☐ N/A, full yield curve used**b** Applicable month (enter code).....**21b**

4

22 Weighted average retirement age**22**

62

23 Mortality table(s) (see instructions)☐

Prescribed - combined

☒

Prescribed - separate

☐

Substitute

Part VI Miscellaneous Items**24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**26** Demographic and benefit information**a** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**b** Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... ☐ Yes ☒ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years.....**28**

36115

29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)**29**

36115

30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)**30**

0

Part VIII Minimum Required Contribution For Current Year**31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6c).....**31a**

439568

b Excess assets, if applicable, but not greater than line 31a**31b**

19329

32 Amortization installments:**a** Net shortfall amortization installment

0

0

b Waiver amortization installment

0

0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount**33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....**34**

420239

35 Balances elected for use to offset funding requirement.....

0

0

0

36 Additional cash requirement (line 34 minus line 35)**36**

420239

37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)**37**

454975

38 Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36)**38a**

34736

b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances**38b**

0

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)**39**

0

40 Unpaid minimum required contributions for all years.....**40**

0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)**41** If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☐ 2021

Structured Attachment Department of the Treasury Internal Revenue Service <hr/> Department of Labor Employee Benefits Security Administration <hr/> Pension Benefit Guaranty Corporation	Schedule SB, line 26a Schedule of Active Participant Data	2022 <hr/> This Form is Open to Public Inspection
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Name of Plan	ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF THE EXXONMOBIL COGENERATION FACILITY						
Plan Year Begin Date	01/01/2022	Plan Year End Date	12/31/2022	EIN	06-1305671	PN	001

Attained Age	YEARS OF CREDITED SERVICE					
	Under 1			1 to 4		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25	0	0		1	0	
25 to 29	0	0		3	0	
30 to 34	1	0		5	0	
35 to 39	5	0		5	0	
40 to 44	1	0		1	0	
45 to 49	0	0		1	0	
50 to 54	0	0		5	0	
55 to 59	0	0		8	0	
60 to 64	0	0		1	0	
65 to 69	0	0		0	0	
70 & Up	0	0		1	0	

Attained Age	YEARS OF CREDITED SERVICE					
	5 to 9			10 to 14		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25	0	0		0	0	
25 to 29	0	0		0	0	
30 to 34	6	0		1	0	
35 to 39	3	0		3	0	
40 to 44	3	0		1	0	
45 to 49	1	0		1	0	
50 to 54	0	0		0	0	
55 to 59	0	0		0	0	
60 to 64	0	0		1	0	
65 to 69	0	0		0	0	
70 & Up	0	0		0	0	

Name of Plan	ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF THE EXXONMOBIL COGENERATION FACILITY						
Plan Year Begin Date	01/01/2022	Plan Year End Date	12/31/2022	EIN	06-1305671	PN	001

Attained Age	YEARS OF CREDITED SERVICE					
	15 to 19			20 to 24		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25	0	0		0	0	
25 to 29	0	0		0	0	
30 to 34	0	0		0	0	
35 to 39	0	0		0	0	
40 to 44	0	0		0	0	
45 to 49	0	0		0	0	
50 to 54	0	0		2	0	
55 to 59	0	0		1	0	
60 to 64	0	0		0	0	
65 to 69	0	0		0	0	
70 & Up	0	0		0	0	

Attained Age	YEARS OF CREDITED SERVICE					
	25 to 29			30 to 34		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25	0	0		0	0	
25 to 29	0	0		0	0	
30 to 34	0	0		0	0	
35 to 39	0	0		0	0	
40 to 44	0	0		0	0	
45 to 49	0	0		0	0	
50 to 54	0	0		0	0	
55 to 59	1	0		0	0	
60 to 64	0	0		0	0	
65 to 69	0	0		0	0	
70 & Up	0	0		0	0	

Name of Plan	ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF THE EXXONMOBIL COGENERATION FACILITY					
Plan Year Begin Date	01/01/2022	Plan Year End Date	12/31/2022	EIN	06-1305671	PN 001

Attained Age	YEARS OF CREDITED SERVICE					
	35 to 39			40 & Up		
	No.	Average		No.	Average	
		Compensation	Cash Balance		Compensation	Cash Balance
Under 25	0	0		0	0	
25 to 29	0	0		0	0	
30 to 34	0	0		0	0	
35 to 39	0	0		0	0	
40 to 44	0	0		0	0	
45 to 49	0	0		0	0	
50 to 54	0	0		0	0	
55 to 59	3	0		0	0	
60 to 64	5	0		0	0	
65 to 69	1	0		4	0	
70 & Up	0	0		0	0	

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
THE EXXONMOBIL COGENERATION FACILITY
EIN #06-1305671 / PN 001**

SCHEDULE SB, LINE 26 – SCHEDULE OF ACTIVE PARTICIPANT DATA

Attained Age	Completed Years of Credited Service on January 1, 2022										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & up	
Under 25	0	1	0	0	0	0	0	0	0	0	1
25-29	0	3	0	0	0	0	0	0	0	0	3
30-34	1	5	6	1	0	0	0	0	0	0	13
35-39	5	5	3	3	0	0	0	0	0	0	16
40-44	1	1	3	1	0	0	0	0	0	0	6
45-49	0	1	1	1	0	0	0	0	0	0	3
50-54	0	5	0	0	0	2	0	0	0	0	7
55-59	0	8	0	0	0	1	1	0	3	0	13
60-64	0	1	0	1	0	0	0	0	5	0	7
65-69	0	0	0	0	0	0	0	0	1	4	5
70 & up	0	1	0	0	0	0	0	0	0	0	1
Total	7	31	13	7	0	3	1	0	9	4	75

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
THE EXXONMOBIL COGENERATION FACILITY
EIN #06-1305671 / PN 001**

SCHEDULE SB, PART V - STATEMENT OF ACTUARIAL ASSUMPTIONS/METHODS

Economic Assumptions

Interest Rates:

- | | |
|----------------------------------|-------------------------------------|
| • PPA Funding Target – After ARP | Segment rates with 4-month lookback |
| • First Segment Rate | 4.75% per annum |
| • Second Segment Rate | 5.18% per annum |
| • Third Segment Rate | 5.92% per annum |
| • Effective Rate | 5.51% per annum |

Salary Scale	3.00% per annum
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Cash Balance Interest Crediting Rate	5.00%
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Demographic Assumptions

Mortality	Separate static mortality tables for males and Females as prescribed in §1.430(h)(3)-1 for the 2022 plan year.
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Administrative Expenses	\$25,000
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Disability	None
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Marriage Assumptions	Males 90% married and females 60% married, with husbands 3 years older than wives.
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**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
THE EXXONMOBIL COGENERATION FACILITY
EIN #06-1305671 / PN 001**

SCHEDULE SB, PART V - STATEMENT OF ACTUARIAL ASSUMPTIONS/METHODS

Turnover

Percentage of employees terminating during the
year of age shown.

<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>
26	13.95%	45	5.48%
27	13.35%	46	5.18%
28	12.75%	47	4.95%
29	12.15%	48	4.65%
30	11.63%	49	4.43%
31	11.03%	50	4.20%
32	10.50%	51	3.98%
33	10.05%	52	3.75%
34	9.53%	53	3.53%
35	9.08%	54	3.38%
36	8.63%	55	0.00%
37	8.25%		
38	7.80%		
39	7.43%		
40	7.05%		
41	6.75%		
42	6.38%		
43	6.08%		
44	5.78%		

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
THE EXXONMOBIL COGENERATION FACILITY
EIN #06-1305671 / PN 001**

SCHEDULE SB, PART V - STATEMENT OF ACTUARIAL ASSUMPTIONS/METHODS

Retirement Age

- Active

Percentage of employees retiring during the year of age shown. The 1st set of rates applies to the Legacy Non-union Traditional Participants and the 2nd set of rates applies to all other participants.

<u>Age</u>	<u>1st Set of Rates *</u>	<u>2nd Set of Rates</u>
55	5.00%	5.00%
56	5.00%	5.00%
57	5.00%	5.00%
58	5.00%	5.00%
59	5.00%	5.00%
60	5.00%	5.00%
61	5.00%	5.00%
62	35.00%	35.00%
63	35.00%	35.00%
64	35.00%	35.00%
65	100.00%	50.00%
66		50.00%
67		50.00%
68		100.00%

* 100% retirement at 40 years of credited service

- Vested Terminations

Age 65 benefit commencement

Other Assumptions

Form of Payment

100% of cash balance participants are assumed to elect a lump sum payment. 100% of all other future retirees are assumed to elect a single life annuity.

Change in Assumptions

The Funding Target segment rates and mortality assumption have been updated as prescribed in IRS regulations.

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
THE EXXONMOBIL COGENERATION FACILITY
EIN #06-1305671 / PN 001**

SCHEDULE SB, PART V - STATEMENT OF ACTUARIAL ASSUMPTIONS/METHODS

Methods

Valuation Date	January 1, 2022 (first day of the plan year)
Asset Valuation Method	The value of plan assets is equal to the fair value plus discounted receivable contributions.
Unit Credit Actuarial Cost Method	The <u>Unit Credit Actuarial Cost Method</u> is used to determine the Funding Target (FT) for PPA funding purposes. The normal cost for each employee is the present value of the benefit which accrues during that current year. The total normal cost is the sum of the normal costs for all active participants. The Target Normal Cost includes an estimate of the annual administrative expenses expected to be paid from the Trust. The FT measures are the present value of the benefits accrued as of the valuation date for all active participants, plus the present value of all benefits for inactive participants.
Change in Methods	Not applicable.

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>► File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2022</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
► Round off amounts to nearest dollar.	
► Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan EthosEnergy Retirement Plan For Employees of The ExxonMobil Cogeneration Facility	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF EthosEnergy (USA), LLC	D Employer Identification Number (EIN) 06-1305671
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☒ 101-500 ☐ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2022			
2	Assets:			
a	Market value	2a	1278217	
b	Actuarial value	2b	1278217	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	0	0	0
b	For terminated vested participants	6	45498	45498
c	For active participants	75	949564	1213390
d	Total	81	995062	1258888
4	If the plan is in at-risk status, check the box and complete lines (a) and (b). ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.52 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	414568	
b	Expected plan-related expenses	6b	25000	
c	Total (line 6a + line 6b)	6c	439568	

Statement by Enrolled Actuary	
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.	
SIGN HERE	<div>DM</div> <div>Signature of actuary</div> <div>Daniel G. McCarthy, ASA, EA</div> <div>Type or print name of actuary</div> <div>Definiti</div> <div>Firm name</div> <div>3 Holland St.</div> <div>Erie, PA 16507</div> <div>Address of the firm</div>
	<div>08/02/2024</div> <div>Date</div> <div>23-08718</div> <div>Most recent enrollment number</div> <div>(281) 286-1100</div> <div>Telephone number (including area code)</div>

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of <u>-15.56</u> %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.68</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14 Funding target attainment percentage	14	101.53%
15 Adjusted funding target attainment percentage	15	101.53%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	98.00%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
03-09-2023	436291				
09-13-2023	102000				
Totals ▶			18(b)	538291	18(c) 0

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

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	36115
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	454975

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year?	☒ Yes ☐ No
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☐ Yes ☒ No
c If line 20a is "Yes," see instructions and complete the following table as applicable:	
Liquidity shortfall as of end of quarter of this plan year	
(1) 1st	(2) 2nd
(3) 3rd	(4) 4th

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.18 %	3rd segment: 5.92 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	36115
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	29	36115
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	439568	
b Excess assets, if applicable, but not greater than line 31a	31b	19329	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	34	420239	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)	36	420239	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	454975	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	34736	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

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

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

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
THE EXXONMOBIL COGENERATION FACILITY
EIN #06-1305671 / PN 001**

Form 5500-SF – Explanation for Amended Filing

We recently discovered that the plan name, plan sponsor name, EIN and plan number on the prior Form 5500 and PBGC filings differed from the plan's determination letter. We are amending all prior filings to correct these items.

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
THE EXXONMOBIL COGENERATION FACILITY
EIN #06-1305671 / PN 001**

SCHEDULE SB, LINE 19 – DISCOUNTED EMPLOYER CONTRIBUTIONS

Contribution Dates	Designated Contribution	Days After Valuation	Contribution Amounts	Effective Interest Rate	Interest Adjustment	Interest Adjusted Contributions
09-Mar-23	2021 Final	797	\$41,650	6.7478% ¹	(\$5,535)	\$36,115
09-Mar-23	2022 Qtr1	432	\$94,554	9.2942% ¹	(\$9,441)	\$85,113
09-Mar-23	2022 Qtr2	432	\$94,554	8.2337% ¹	(\$8,453)	\$86,101
09-Mar-23	2022 Qtr3	432	\$94,554	7.1733% ¹	(\$7,443)	\$87,111
09-Mar-23	2022 Qtr4	432	\$94,554	6.1212% ¹	(\$6,420)	\$88,134
09-Mar-23	Residual	432	\$16,425	5.5200%	(\$1,012)	\$15,413
13-Sep-23	2022 Final	620	\$102,000	5.5200%	(\$8,897)	\$93,103
			<u>\$496,641</u>		<u>(\$41,666)</u>	<u>\$454,975</u>
2022 Plan Year Contributions						\$496,641
Interest Adjustment for Contributions made after the Beginning of the Plan Year						<u>(\$41,666)</u>
2022 Plan Year Discounted Contributions						<u>\$454,975</u>

¹ Quarterly contributions are required based on revised 2021 results. As shown below, these contributions were discounted from the date made back to the date due using the required rate of 10.52% (5.52% + 5.00%). The resulting value was then discounted back from the due date to the valuation date using the effective interest rate. The Effective Interest Rates shown above are the single weighted average rates that would result in the same interest adjustment as detailed below.

Discounting Dates	Designated Contribution	Days Discounted	Contribution Value	Effective Interest Rate	Interest Adjustment	Interest Adjusted Contributions
09-Mar-23	2021 Final	175	41,650	10.67%	(\$1,976)	\$39,674
15-Sep-22		622	39,674	5.67%	(\$3,559)	\$36,115
					<u>(\$5,535)</u>	
09-Mar-23	2022 Qtr1	328	94,554	10.52%	(\$8,128)	\$86,426
15-Apr-22		104	86,426	5.52%	(\$1,313)	\$85,113
					<u>(\$9,441)</u>	
09-Mar-23	2022 Qtr2	237	94,554	10.52%	(\$5,946)	\$88,608
15-Jul-22		195	88,608	5.52%	(\$2,507)	\$86,101
					<u>(\$8,453)</u>	
09-Mar-23	2022 Qtr3	145	94,554	10.52%	(\$3,684)	\$90,870
15-Oct-22		287	90,870	5.52%	(\$3,759)	\$87,111
					<u>(\$7,443)</u>	
09-Mar-23	2022 Qtr4	53	94,554	10.52%	(\$1,363)	\$93,191
15-Jan-23		379	93,191	5.52%	(\$5,057)	\$88,134
					<u>(\$6,420)</u>	

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
THE EXXONMOBIL COGENERATION FACILITY
EIN #06-1305671 / PN 001**

SCHEDULE SB, LINE 22 – DESCRIPTION OF WEIGHTED AVERAGE RETIREMENT AGE

As retirement eligibility differs for participants who are Legacy Non-union Traditional Participants or not, two sets of retirement rates are shown. The weighting used is based on the number of active participants applicable to either of the expected retirement ages developed below.

Legacy Non-Union Traditional Participants

Age	Rate	Lives	Retiring	Weight
55	5.00%	100.00	5.00	2.75
56	5.00%	95.00	4.75	2.66
57	5.00%	90.25	4.51	2.57
58	5.00%	85.74	4.29	2.49
59	5.00%	81.45	4.07	2.40
60	5.00%	77.38	3.87	2.32
61	5.00%	73.51	3.68	2.24
62	35.00%	69.83	24.44	15.15
63	35.00%	45.39	15.89	10.01
64	35.00%	29.50	10.33	6.61
65	100.00%	19.18	19.18	12.47
				61.67

All Other Participants

Age	Rate	Lives	Retiring	Weight
55	5.00%	100.00	5.00	2.75
56	5.00%	95.00	4.75	2.66
57	5.00%	90.25	4.51	2.57
58	5.00%	85.74	4.29	2.49
59	5.00%	81.45	4.07	2.40
60	5.00%	77.38	3.87	2.32
61	5.00%	73.51	3.68	2.24
62	35.00%	69.83	24.44	15.15
63	35.00%	45.39	15.89	10.01
64	35.00%	29.50	10.33	6.61
65	50.00%	19.18	9.59	6.23
66	50.00%	9.59	4.79	3.16
67	50.00%	4.79	2.40	1.61
68	100.00%	2.40	2.40	1.63
				61.84

Combined Weighted Average = $[61.67 * 10 + 61.84 * 65] / 75 = 62$

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
THE EXXONMOBIL COGENERATION FACILITY
EIN #06-1305671 / PN 001**

SCHEDULE SB, PART V – SUMMARY OF PLAN PROVISIONS

Effective Date	June 1, 2019
Coverage	Eligible employees who are employed by EthosEnergy at the Baton Rouge Cogeneration Facility.
Eligibility	New employees at the Baton Rouge Cogeneration Facility are eligible to participate in the plan.
Eligibility Service	All employees are eligible to participate upon date of hire.
Vesting Service	A year of service is credited for any 12 consecutive months worked, including service under the prior plan.
Credited Service	A year of service is credited for any 12 consecutive months worked. Service under the prior plan is included under the plan.
Participant Categories	Participant Categories are as follows:
➤ Legacy Union CB Participant	A Participant covered by a collective bargaining agreement, hired as of the Effective Date and who was eligible to accrue a benefit under the Entergy Union Cash Balance Plan on the day immediately preceding the Effective Date.
➤ Legacy Non-Union CB Participant	A Participant who is not covered by a collective bargaining agreement, hired as of the Effective Date and who was eligible to accrue a benefit under the Entergy Non-Union Cash Balance Plan.
➤ Legacy Non-Union Traditional Participant	A Participant who is not covered by a collective bargaining agreement, hired as of the Effective Date and who was eligible to accrue a benefit under the Entergy Non-Union Retirement Plan.
➤ Non-Legacy Participant	A Participant who does not satisfy the requirements for the Legacy Plans.

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
THE EXXONMOBIL COGENERATION FACILITY
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SCHEDULE SB, PART V – SUMMARY OF PLAN PROVISIONS

➤ Legacy Union Traditional Participant	A Participant who is covered by a collective bargaining agreement, hired as of the Effective Date and who was eligible to accrue a benefit under Appendix B of the Entergy Union Retirement Plan on the day immediately preceding the Effective Date.
Cash Balance Participant	A Participant who is a Legacy Union CB Participant, a Legacy Non-Union CB Participant, a Legacy Non-Union Traditional Participant or a Non-Legacy Participant.
Traditional Participant	A Participant who is a Legacy Union Traditional Participant.
Retirement Dates:	
➤ Normal	The first day of the month coincident with or next following the participant's 65 th birthday.
➤ Early	A participant may elect to retire early on the first day of any month after he has attained age 55 and completed 10 years of Vesting Service.
➤ Late	The first day of the month coincident with or next following the date the participant terminates employment, if such termination occurs after his Normal Retirement Date.
Compensation	A Participant's wages excluding overtime, commissions, discretionary bonuses and compensation paid to the participant prior to becoming an Eligible Employee, but including bonuses granted under the Facility Incentive Plan, Military Differential Pay. Compensation also includes amounts contributed by the Employer pursuant to a salary reduction agreement and which are not included in gross income under Code Sections 125, 132(f)(4), 402(e)(3), 402(h)(1)(B), 403(b) or 457(b).

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
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SCHEDULE SB, PART V – SUMMARY OF PLAN PROVISIONS

Traditional Pension Benefit

Final Average Monthly Earnings

The average monthly Compensation for the 60 consecutive months during the last 120 months which yields the highest amount.

Accrued Benefit

The Traditional Pension Benefit is a monthly benefit payable as a single life annuity for the life of the Participant starting on the Participant's Normal Retirement Date equal to:

(a) (i) 1.5% multiplied by (ii) the Participant's Final Average Monthly Earnings multiplied by (iii) the Participant's Credited Service (limited to 40 years); minus

(b) (i) 1.5% multiplied by (ii) the Participant's monthly Compensation for the calendar month commencing with the Effective Date multiplied by (iii) the Participant's Prior Plan Credited Service.

Early Retirement Benefit

The Early Retirement Benefit is equal to the Participant's Normal Retirement Benefit reduced for early commencement by one-twelfth (1/12th) of 2% for each month that the Participant's Annuity Starting Date precedes his Normal Retirement Date.

Benefit Upon Termination

If a participant terminates employment after completing at least five years of Vesting Service, he will be entitled to his full Accrued Benefit payable at age 65. If such participant is eligible and elects to receive his Accrued Benefit prior to age 65, the monthly benefit will be reduced by one-twelfth (1/12th) of 7% for each of the first 60 months that the Participant's Annuity Starting Date precedes the Participant's Normal Retirement Date; and by one-twelfth (1/12th) of 6% for each additional month that the Participant's Annuity Starting Date precedes the Participant's Normal Retirement Date.

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
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SCHEDULE SB, PART V – SUMMARY OF PLAN PROVISIONS

Traditional Pension Benefit (Continued)

Late Retirement Benefit

For a Participant who terminates employment on or before his Normal Retirement Date, the Late Retirement Benefit is equal to the Participant's Normal Retirement Benefit actuarially increased from the Participant's Normal Retirement Date to the Annuity Starting Date using the General Actuarial Factors.

For a Participant who terminates employment after his Normal Retirement Date, the Late Retirement Benefit is equal to the amount of the Traditional Pension Benefit calculated using the Participant's Final Average Monthly Earnings and Credited Service as of the date that the Participant terminates employment, and as actuarially increased from the first day of the month following the date the Participant terminates employment to the Annuity Starting Date using the General Actuarial Factors.

Pre-Retirement Death Benefit:

Upon the death of a participant, the surviving spouse is entitled to an immediate monthly life annuity equal to one-half of the Qualified Joint and Survivor Annuity which the participant had accrued at death (or, if earlier, the date of separation from service).

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
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SCHEDULE SB, PART V – SUMMARY OF PLAN PROVISIONS

Cash Balance Formula

Standard Pay Credit Participant

A cash balance participant who is a Non-Legacy Participant, a Legacy Non-Union CB Participant or a Legacy Union CB Participant.

Enhanced Pay Credit Participant

A cash balance participant who is a Legacy Non-Union Traditional Participant.

Points

Points are determined by adding the age and the service as of the date a Pay Credit is credited.

➤ Account Balance

The account is annually increased with Pay and Interest Credits as of December 31st. However, Pay Credits are also credited as of the Annuity Starting Date (ASD) in the year of termination and Interest Credits are credited pro-rata on the ASD.

➤ Pay Credits

The pay credits are based on Points for Standard and Enhanced participants, as follows:

	Standard	Enhanced
<u>Points</u>	<u>Rate</u>	<u>Rate *</u>
0<=Pts<40	4.00%	14.00%
40<=Pts<50	5.00%	14.00%
50<=Pts<60	6.00%	14.00%
60<=Pts<70	7.00%	16.00%
70<=Pts<80	8.00%	16.00%
80<=Pts<90	8.00%	16.00%
90<=Pts	8.00%	18.00%

* Decrease to 8.00% after 40 years of credited service

➤ Interest Credits

A 5% interest is credited to the cash balance at the end of each plan year.

Vesting

A Cash Balance Participant is vested when they have accrued three years of Vesting Service.

Normal Retirement Benefit

A single life annuity which is actuarially equivalent to the Cash Balance account as of the Normal Retirement Date.

**ETHOSENERGY RETIREMENT PLAN FOR EMPLOYEES OF
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EIN #06-1305671 / PN 001**

SCHEDULE SB, PART V – SUMMARY OF PLAN PROVISIONS

Cash Balance Formula (Continued)

Late Retirement Benefit	A single life annuity which is actuarially equivalent to the Cash Balance account as of the Late Retirement Date.
Vested Termination Benefit	A single life annuity that is Actuarially Equivalent to the Participant's Cash Balance Account as of the Annuity Starting Date.
Pre-Retirement Death Benefit:	Upon the death of a participant, the surviving spouse is entitled to an immediate monthly life annuity equal to one-half of the Qualified Joint and Survivor Annuity which the participant had accrued at death (or, if earlier, the date of separation from service).

General Provisions

Form of Pension	The Normal Form of Pension is a Life Annuity.
Contributions	The employer pays the entire cost of the retirement benefit.
Actuarial Equivalence	
➤ Annuity Conversions	Applicable Mortality Table and 5% interest.
➤ Lump Sum Conversions	Applicable Mortality Table and the 417(e) segment rates for the prior October.
Lump Sum Cash Out	Benefit paid immediately to participant as a lump sum if the Actuarial Equivalent of the age 65 monthly retirement benefit payable as a Life Annuity is less than \$5,000.
Optional Forms of Payment	The optional forms of payment are as follows: <ul style="list-style-type: none">- Life Annuity- 10-Year Certain and Life Annuity- 50%, 75% or 100% Joint & Contingent Annuity- Lump Sum
Prior Plan	Entergy