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

2023

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A This return/report is for: [X] a single-employer plan [ ] a multiple-employer plan (not multiemployer) (Pension Plan filers checking this box must attach Schedule MEP. Other plans 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: [X] Form 5558 [ ] automatic extension [ ] DFVC program
[ ] special extension (enter description)

D If the plan is a collectively-bargained plan, check here ▶ [ ]

E 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
FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 07/01/1964

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)
FRUTAROM USA INC.

5404 DUFF DRIVE
CINCINNATI, OH 45246

2b Employer Identification Number (EIN) 22-3060382

2c Sponsor's telephone number 513-870-4900

2d Business code (see instructions) 311900

3a Plan administrator's name and address [X] Same as Plan Sponsor.

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report.
a Sponsor's name
c Plan Name

4b EIN

4d PN

5a Total number of participants at the beginning of the plan year	**5a**	64
b Total number of participants at the end of the plan year	**5b**	61
c(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**5c(1)**	
c(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**5c(2)**	
d(1) Total number of active participants at the beginning of the plan year	**5d(1)**	0
d(2) Total number of active participants at the end of the plan year	**5d(2)**	0
e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**5e**	0

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/27/2024	TRACY RACAVICH
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor

6a Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) [X] Yes [ ] No

b Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) [X] Yes [ ] No

If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.

c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 509111. (See instructions.)

Part III Financial Information

7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	1898379	2049922
b Total plan liabilities	7b	0	0
c Net plan assets (subtract line 7b from line 7a)	7c	1898379	2049922
8 Income, Expenses, and Transfers for this Plan Year		**(a) Amount**	**(b) Total**
a Contributions received or receivable from: (1) Employers	8a(1)	108000	
(2) Participants	8a(2)	0	
(3) Others (including rollovers)	8a(3)	0	
b Other income (loss)	8b	314503	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		422503
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	223088	
e Certain deemed and/or corrective distributions (see instructions)	8e	0	
f Administrative service providers (salaries, fees, commissions)	8f	0	
g Other expenses	8g	47872	
h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		270960
i Net income (loss) (subtract line 8h from line 8c)	8i		151543
j Transfers to (from) the plan (see instructions)	8j	0	

Part IV Plan Characteristics

9a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
1B 1I 3D

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? Continue to answer "Yes" for any prior year failures until fully corrected. (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. [X] Yes [ ] No

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

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

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

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

a If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, and enter the date of the letter ruling granting the waiver. Month _____ Day _____ Year _____

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

b Enter the minimum required contribution for this plan year	**12b**	
c Enter the amount contributed by the employer to the plan for this plan year	**12c**	
d Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount)	**12d**	
e Will the minimum funding amount reported on line 12d be met by the funding deadline?		[ ] Yes [ ] No [ ] N/A

Part VII Plan Terminations and Transfers of Assets

13a Has a resolution to terminate the plan been adopted in any plan year?		[ ] Yes [X] No
a 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 [X] 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)

Part VIII IRS Compliance Questions

14a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? [ ] Yes [X] No

14b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

- [ ] Design-based safe harbor method
- [ ] "Prior year" ADP test
- [ ] "Current year" ADP test
- [ ] N/A

15 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 03 / 31 / 2018 (MM/DD/YYYY) and the Opinion Letter serial number J501548A.

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

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

▶ **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.

A Name of plan
FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
22-3060382

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

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

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2023

2 Assets:

a Market value	**2a**	1898379
b Actuarial value	**2b**	1898379

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	47	1889299	1889299
b For terminated vested participants	17	786632	786632
c For active participants	0	0	0
d Total	64	2675931	2675931

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**	5.11 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	0

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

	09/17/2024
Signature of actuary	Date
LARRY N. ROTHWEILER, JR., ASA, EA	23-05095
Type or print name of actuary	Most recent enrollment number
INTAC ACTUARIAL SERVICES, INC.	201-447-2525
Firm name	Telephone number (including area code)
PO BOX 55970 BOSTON, MA 02205	
Address of the firm	

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	4663
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	4663
10	Interest on line 9 using prior year's actual return of -12.95 %	0	-604
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.27 %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c	Total available at beginning of current plan year to add to prefunding balance		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	4059

Part III Funding Percentages

14	Funding target attainment percentage	14	70.79 %
15	Adjusted funding target attainment percentage	15	70.79 %
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	91.57 %
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
09/19/2023	23687				
09/19/2023	313				
02/15/2024	84000				
			Totals ► 18(b)	108000	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	21690
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	79312

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [ ] Yes [X] 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:	2nd segment:	3rd segment:	
4.75 %	5.00 %	5.74 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	60

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**	21690
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	21690
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**	0
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	781611	72584
b Waiver amortization installment		

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	72584

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

36 Additional cash requirement (line 34 minus line 35)	**36**	72584
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	79312

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	6728
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
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

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Shortfall Amortization
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a fifteen year period.

Valuation Date	Amortization Method	Number of Future Installments	Installment	Value of Future Installments
01/01/2022	15-year	14	$21,690	$225,890
01/01/2023	15-year	15	$50,894	$555,721
Total			$72,584	$781,611

Shortfall Amortization Charge (sum of installments, no less than zero): $72,584

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

	For Funding Min	For Funding Max	For 417(e)	For Actuarial Equiv.
Interest Rates	Seg 1: 4.75%	2.13%	Seg 1: 5.10%	Pre-Retirement: 8.00%
	Seg 2: 5.00%	3.62%	Seg 2: 5.83%	Post-Retirement: 8.00%
	Seg 3: 5.74%	3.93%	Seg 3: 5.68%	
Applicable Date	01/2023	01/2023	10/2022	
Pre-Retirement				
Turnover	T-5 LESS GA51M WITHDRAWAL RATES		None	None
Mortality	None		None	None
Assumed Ret Age	Normal retirement age 60 and 5 years of participation		Normal retirement age 60 and 5 years of participation	Normal retirement age 60 and 5 years of participation
Post-Retirement				
Mortality	Male-2023 Static Table - Combined Male Female-2023 Static Table - Combined Female		2023 Applicable Mortality Table from Notice 2022-22	UP-84 UNADJUSTED
Assumed Benefit Form For Funding			Normal Form	
Assumed Spouse's Age	Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known			Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known
Calculated Effective Interest Rate			5.11%	
Actuarial Cost Method			The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.	

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

Plan Effective Date

July 1, 1964

Plan Year

From January 1, 2023 to December 31, 2023

Eligibility

All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements:

1 year of service
Minimum age 21

Normal Retirement Age

All participants are eligible to retire with their full retirement benefit on the later of the following:

Attainment of age 60
Completion of 5 years of participation from entry date

Normal Retirement Benefit

Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:

The accrued benefit as of October 31, 2000.

The maximum monthly benefit is the lesser of $19,256.70 and 100% of the highest 3-year average salary, subject to service requirements.

The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.

Normal Form of Benefit

A benefit payable for the life of the participant and payments guaranteed for 10 years

Optional Forms of Benefit

The following forms of benefit payment are also available:

Life Only - Payable for the life of the participant.

Life With 5 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 5 full years, payments will continue to his/her surviving beneficiary for the remainder of the 5-year period and then stop.

Life With 10 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 10 full years, payments will continue to his/her surviving beneficiary for the remainder of the 10-year period and then stop.

Life With 15 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 15 full years, payments will continue to his/her surviving beneficiary for the remainder of the 15-year period and then stop.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

Joint and 100% Survivor - Payable for the life of the participant and his/her beneficiary. Payments cease on the death of both.

Joint and 75% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 75% of the benefit will continue for the life of the beneficiary.

Joint and 50% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 50% of the benefit will continue for the life of the beneficiary.

Accrued Benefit

The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.

Credited years are plan years from date of hire excluding the following:

Years after October 31, 2000
Years with less than 1,000 hours

Termination Benefit

Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

Credited Years	Vested Percent
1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

Top-Heavy Minimum Benefit

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours
Years plan is not top-heavy

with a maximum of 10 years

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

	Benefit is based on average salary during the highest 5 consecutive years of employment
Top-Heavy Normal Form	A benefit payable for the life of the participant
Top-Heavy Status	A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.
Death Benefit	Survivor portion of a qualified joint and 50% survivor annuity payable to the surviving spouse.

Schedule SB, line 22 – Description of Weighted Average Retirement Age

FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2023

EIN: 22-3060382
PN: 001

Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA active participants are assumed to retire immediately.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Shortfall Amortization
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a fifteen year period.

Valuation Date	Amortization Method	Number of Future Installments	Installment	Value of Future Installments
01/01/2022	15-year	14	$21,690	$225,890
01/01/2023	15-year	15	$50,894	$555,721
Total			$72,584	$781,611

Shortfall Amortization Charge (sum of installments, no less than zero): $72,584

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

	For Funding Min	For Funding Max	For 417(e)	For Actuarial Equiv.
Interest Rates	Seg 1: 4.75%	2.13%	Seg 1: 5.10%	Pre-Retirement: 8.00%
	Seg 2: 5.00%	3.62%	Seg 2: 5.83%	Post-Retirement: 8.00%
	Seg 3: 5.74%	3.93%	Seg 3: 5.68%	
Applicable Date	01/2023	01/2023	10/2022	
Pre-Retirement				
Turnover	T-5 LESS GA51M WITHDRAWAL RATES		None	None
Mortality	None		None	None
Assumed Ret Age	Normal retirement age 60 and 5 years of participation		Normal retirement age 60 and 5 years of participation	Normal retirement age 60 and 5 years of participation
Post-Retirement				
Mortality	Male-2023 Static Table - Combined Male Female-2023 Static Table - Combined Female		2023 Applicable Mortality Table from Notice 2022-22	UP-84 UNADJUSTED
Assumed Benefit Form For Funding			Normal Form	
Assumed Spouse's Age	Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known			Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known
Calculated Effective Interest Rate			5.11%	
Actuarial Cost Method			The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.	

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

Plan Effective Date

July 1, 1964

Plan Year

From January 1, 2023 to December 31, 2023

Eligibility

All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements:

1 year of service
Minimum age 21

Normal Retirement Age

All participants are eligible to retire with their full retirement benefit on the later of the following:

Attainment of age 60
Completion of 5 years of participation from entry date

Normal Retirement Benefit

Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:

The accrued benefit as of October 31, 2000.

The maximum monthly benefit is the lesser of $19,256.70 and 100% of the highest 3-year average salary, subject to service requirements.

The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.

Normal Form of Benefit

A benefit payable for the life of the participant and payments guaranteed for 10 years

Optional Forms of Benefit

The following forms of benefit payment are also available:

Life Only - Payable for the life of the participant.

Life With 5 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 5 full years, payments will continue to his/her surviving beneficiary for the remainder of the 5-year period and then stop.

Life With 10 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 10 full years, payments will continue to his/her surviving beneficiary for the remainder of the 10-year period and then stop.

Life With 15 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 15 full years, payments will continue to his/her surviving beneficiary for the remainder of the 15-year period and then stop.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

Joint and 100% Survivor - Payable for the life of the participant and his/her beneficiary. Payments cease on the death of both.

Joint and 75% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 75% of the benefit will continue for the life of the beneficiary.

Joint and 50% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 50% of the benefit will continue for the life of the beneficiary.

Accrued Benefit

The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.

Credited years are plan years from date of hire excluding the following:

Years after October 31, 2000
Years with less than 1,000 hours

Termination Benefit

Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

Credited Years	Vested Percent
1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

Top-Heavy Minimum Benefit

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours
Years plan is not top-heavy

with a maximum of 10 years

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

	Benefit is based on average salary during the highest 5 consecutive years of employment
Top-Heavy Normal Form	A benefit payable for the life of the participant
Top-Heavy Status	A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.
Death Benefit	Survivor portion of a qualified joint and 50% survivor annuity payable to the surviving spouse.

Schedule SB, line 22 – Description of Weighted Average Retirement Age

FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2023

EIN: 22-3060382
PN: 001

Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA active participants are assumed to retire immediately.

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

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

▶ **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.

A Name of plan
Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
22-3060382

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

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

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2023

2 Assets:

a Market value	**2a**	1898379
b Actuarial value	**2b**	1898379

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	47	1889299	1889299
b For terminated vested participants	17	786632	786632
c For active participants	0	0	0
d Total	64	2675931	2675931

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

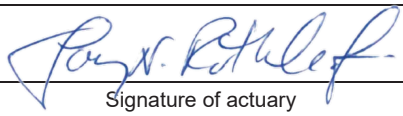
a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.11 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	0

Statement by Enrolled Actuary

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

SIGN HERE



Signature of actuary

09/17/2024
Date

Larry N. Rothweiler, Jr., ASA, EA
Type or print name of actuary

23-05095
Most recent enrollment number

Intac Actuarial Services, Inc.
Firm name

(201) 447-2525
Telephone number (including area code)

PO Box 55970

Boston, MA 02205
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	4663
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	4663
10	Interest on line 9 using prior year's actual return of -12.95 %	0	-604
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.27 %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c	Total available at beginning of current plan year to add to prefunding balance		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	4059

Part III Funding Percentages

14	Funding target attainment percentage	14	70.79 %
15	Adjusted funding target attainment percentage	15	70.79 %
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	91.57 %
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
09-19-2023	23687				
09-19-2023	313				
02-15-2024	84000				
			Totals ► 18(b)	108000	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	21690
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	79312

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [ ] Yes [X] 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: 5.00 %	3rd segment: 5.74 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
22 Weighted average retirement age	**22**	60

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**	21690
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	21690
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**	0
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	781611	72584
b Waiver amortization installment		

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	72584

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

36 Additional cash requirement (line 34 minus line 35)	**36**	72584
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	79312

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	6728
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
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

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Shortfall Amortization
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a fifteen year period.

Valuation Date	Amortization Method	Number of Future Installments	Installment	Value of Future Installments
01/01/2022	15-year	14	$21,690	$225,890
01/01/2023	15-year	15	$50,894	$555,721
Total			$72,584	$781,611

Shortfall Amortization Charge (sum of installments, no less than zero): $72,584

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

	For Funding Min	For Funding Max	For 417(e)	For Actuarial Equiv.
Interest Rates	Seg 1: 4.75%	2.13%	Seg 1: 5.10%	Pre-Retirement: 8.00%
	Seg 2: 5.00%	3.62%	Seg 2: 5.83%	Post-Retirement: 8.00%
	Seg 3: 5.74%	3.93%	Seg 3: 5.68%	
Applicable Date	01/2023	01/2023	10/2022	
Pre-Retirement				
Turnover	T-5 LESS GA51M WITHDRAWAL RATES		None	None
Mortality	None		None	None
Assumed Ret Age	Normal retirement age 60 and 5 years of participation		Normal retirement age 60 and 5 years of participation	Normal retirement age 60 and 5 years of participation
Post-Retirement				
Mortality	Male-2023 Static Table - Combined Male Female-2023 Static Table - Combined Female		2023 Applicable Mortality Table from Notice 2022-22	UP-84 UNADJUSTED
Assumed Benefit Form For Funding			Normal Form	
Assumed Spouse's Age	Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known			Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known
Calculated Effective Interest Rate			5.11%	
Actuarial Cost Method			The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.	

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

Plan Effective Date

July 1, 1964

Plan Year

From January 1, 2023 to December 31, 2023

Eligibility

All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements:

1 year of service
Minimum age 21

Normal Retirement Age

All participants are eligible to retire with their full retirement benefit on the later of the following:

Attainment of age 60
Completion of 5 years of participation from entry date

Normal Retirement Benefit

Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:

The accrued benefit as of October 31, 2000.

The maximum monthly benefit is the lesser of $19,256.70 and 100% of the highest 3-year average salary, subject to service requirements.

The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.

Normal Form of Benefit

A benefit payable for the life of the participant and payments guaranteed for 10 years

Optional Forms of Benefit

The following forms of benefit payment are also available:

Life Only - Payable for the life of the participant.

Life With 5 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 5 full years, payments will continue to his/her surviving beneficiary for the remainder of the 5-year period and then stop.

Life With 10 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 10 full years, payments will continue to his/her surviving beneficiary for the remainder of the 10-year period and then stop.

Life With 15 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 15 full years, payments will continue to his/her surviving beneficiary for the remainder of the 15-year period and then stop.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

Joint and 100% Survivor - Payable for the life of the participant and his/her beneficiary. Payments cease on the death of both.

Joint and 75% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 75% of the benefit will continue for the life of the beneficiary.

Joint and 50% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 50% of the benefit will continue for the life of the beneficiary.

Accrued Benefit

The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.

Credited years are plan years from date of hire excluding the following:

Years after October 31, 2000
Years with less than 1,000 hours

Termination Benefit

Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

Credited Years	Vested Percent
1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

Top-Heavy Minimum Benefit

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours
Years plan is not top-heavy

with a maximum of 10 years

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

	Benefit is based on average salary during the highest 5 consecutive years of employment
Top-Heavy Normal Form	A benefit payable for the life of the participant
Top-Heavy Status	A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.
Death Benefit	Survivor portion of a qualified joint and 50% survivor annuity payable to the surviving spouse.

Schedule SB, line 22 – Description of Weighted Average Retirement Age

FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2023

EIN: 22-3060382
PN: 001

Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA active participants are assumed to retire immediately.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560
Employer ID# 22-3060382: Plan No. 001

Quarterly Installment Payment: $5,423.00

Schedule SB, line 19 - Discounted Employer Contributions

Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

Date	Amount	Year	Rate	Period	Adj Ctb
09-19-2023	23,687.17	2022	5.27%	09-19-2023 to 01-01-2022	21,690.00
	312.83	2023	10.11%	09-19-2023 to 04-15-2023	
			5.11%	04-15-2023 to 01-01-2023	295.94
02-15-2024	5,110.17	2023	10.11%	02-15-2024 to 04-15-2023	
			5.11%	04-15-2023 to 01-01-2023	4,648.94
	5,423.00	2023	10.11%	02-15-2024 to 07-15-2023	
			5.11%	07-15-2023 to 01-01-2023	4,991.19
	5,423.00	2023	10.11%	02-15-2024 to 10-15-2023	
			5.11%	10-15-2023 to 01-01-2023	5,049.52
	5,423.00	2023	10.11%	02-15-2024 to 01-15-2024	
			5.11%	01-15-2024 to 01-01-2023	5,108.52
	62,620.83	2023	5.11%	02-15-2024 to 01-01-2023	59,218.38
Totals:	**108,000.00**				**101,002.49**

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 contribution from prior years	**19a**	21,690.00
b	Contributions made to avoid benefit restrictions adjusted to valuation date	**19b**	0.00
c	Contributions allocated toward minimum required contribution for current year, adjusted to valuation date	**19c**	79,312.49

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Shortfall Amortization
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a fifteen year period.

Valuation Date	Amortization Method	Number of Future Installments	Installment	Value of Future Installments
01/01/2022	15-year	14	$21,690	$225,890
01/01/2023	15-year	15	$50,894	$555,721
Total			$72,584	$781,611

Shortfall Amortization Charge (sum of installments, no less than zero): $72,584

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

	For Funding Min	For Funding Max	For 417(e)	For Actuarial Equiv.
Interest Rates	Seg 1: 4.75%	2.13%	Seg 1: 5.10%	Pre-Retirement: 8.00%
	Seg 2: 5.00%	3.62%	Seg 2: 5.83%	Post-Retirement: 8.00%
	Seg 3: 5.74%	3.93%	Seg 3: 5.68%	
Applicable Date	01/2023	01/2023	10/2022	
Pre-Retirement				
Turnover	T-5 LESS GA51M WITHDRAWAL RATES		None	None
Mortality	None		None	None
Assumed Ret Age	Normal retirement age 60 and 5 years of participation		Normal retirement age 60 and 5 years of participation	Normal retirement age 60 and 5 years of participation
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Mortality	Male-2023 Static Table - Combined Male Female-2023 Static Table - Combined Female		2023 Applicable Mortality Table from Notice 2022-22	UP-84 UNADJUSTED
Assumed Benefit Form For Funding			Normal Form	
Assumed Spouse's Age	Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known			Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known
Calculated Effective Interest Rate			5.11%	
Actuarial Cost Method			The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.	

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

Plan Effective Date

July 1, 1964

Plan Year

From January 1, 2023 to December 31, 2023

Eligibility

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1 year of service
Minimum age 21

Normal Retirement Age

All participants are eligible to retire with their full retirement benefit on the later of the following:

Attainment of age 60
Completion of 5 years of participation from entry date

Normal Retirement Benefit

Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:

The accrued benefit as of October 31, 2000.

The maximum monthly benefit is the lesser of $19,256.70 and 100% of the highest 3-year average salary, subject to service requirements.

The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.

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Life With 15 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 15 full years, payments will continue to his/her surviving beneficiary for the remainder of the 15-year period and then stop.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

Joint and 100% Survivor - Payable for the life of the participant and his/her beneficiary. Payments cease on the death of both.

Joint and 75% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 75% of the benefit will continue for the life of the beneficiary.

Joint and 50% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 50% of the benefit will continue for the life of the beneficiary.

Accrued Benefit

The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.

Credited years are plan years from date of hire excluding the following:

Years after October 31, 2000
Years with less than 1,000 hours

Termination Benefit

Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

Credited Years	Vested Percent
1	0
2	20
3	40
4	60
5	80
6	100

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours

Top-Heavy Minimum Benefit

Each participant will be entitled to a minimum accrued benefit equal to the following:

2% of average compensation times credited years

Credited years are plan years from date of hire excluding the following:

Years with less than 1,000 hours
Years plan is not top-heavy

with a maximum of 10 years

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

	Benefit is based on average salary during the highest 5 consecutive years of employment
Top-Heavy Normal Form	A benefit payable for the life of the participant
Top-Heavy Status	A plan is top-heavy if over 60% of the value of all accrued benefits in all of the employer's plans are for the benefit of key employees. A key employee is generally an officer or owner of the company. This plan is currently not top-heavy.
Death Benefit	Survivor portion of a qualified joint and 50% survivor annuity payable to the surviving spouse.

Schedule SB, line 22 – Description of Weighted Average Retirement Age

FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2023

EIN: 22-3060382
PN: 001

Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA active participants are assumed to retire immediately.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Shortfall Amortization
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

If the plan has a funded status below 100%, the plan may require additional payments in the form of shortfall amortization payments. A plan's amortization payments are calculated to pay down the plan's underfunding over a fifteen year period.

Valuation Date	Amortization Method	Number of Future Installments	Installment	Value of Future Installments
01/01/2022	15-year	14	$21,690	$225,890
01/01/2023	15-year	15	$50,894	$555,721
Total			$72,584	$781,611

Shortfall Amortization Charge (sum of installments, no less than zero): $72,584

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Actuarial Assumptions and Method
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

	For Funding Min	For Funding Max	For 417(e)	For Actuarial Equiv.
Interest Rates	Seg 1: 4.75%	2.13%	Seg 1: 5.10%	Pre-Retirement: 8.00%
	Seg 2: 5.00%	3.62%	Seg 2: 5.83%	Post-Retirement: 8.00%
	Seg 3: 5.74%	3.93%	Seg 3: 5.68%	
Applicable Date	01/2023	01/2023	10/2022	
Pre-Retirement				
Turnover	T-5 LESS GA51M WITHDRAWAL RATES		None	None
Mortality	None		None	None
Assumed Ret Age	Normal retirement age 60 and 5 years of participation		Normal retirement age 60 and 5 years of participation	Normal retirement age 60 and 5 years of participation
Post-Retirement				
Mortality	Male-2023 Static Table - Combined Male Female-2023 Static Table - Combined Female		2023 Applicable Mortality Table from Notice 2022-22	UP-84 UNADJUSTED
Assumed Benefit Form For Funding			Normal Form	
Assumed Spouse's Age	Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known			Spouse assumed to be the same age as participant Participant is assumed to be married to current spouse at retirement if spouse's date of birth is known
Calculated Effective Interest Rate			5.11%	
Actuarial Cost Method			The Unit Credit funding method was used as prescribed by the Pension Protection Act. This method sets the funding target equal to the present value of accrued benefits, and sets the normal cost equal to the present value of the benefit accrued in the current year.	

An actuarial value of assets is used for funding purposes. This year the actuarial value of assets is 100.0% of the market value of assets.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

Plan Effective Date

July 1, 1964

Plan Year

From January 1, 2023 to December 31, 2023

Eligibility

All employees not excluded by class are eligible to enter on the January 1 or July 1 coincident with or following the completion of the following requirements:

1 year of service
Minimum age 21

Normal Retirement Age

All participants are eligible to retire with their full retirement benefit on the later of the following:

Attainment of age 60
Completion of 5 years of participation from entry date

Normal Retirement Benefit

Upon normal retirement each participant will be entitled to a benefit payable in the normal form equal to the following:

The accrued benefit as of October 31, 2000.

The maximum monthly benefit is the lesser of $19,256.70 and 100% of the highest 3-year average salary, subject to service requirements.

The benefit is based on average salary during the highest 3 consecutive years of service from date of hire.

Normal Form of Benefit

A benefit payable for the life of the participant and payments guaranteed for 10 years

Optional Forms of Benefit

The following forms of benefit payment are also available:

Life Only - Payable for the life of the participant.

Life With 5 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 5 full years, payments will continue to his/her surviving beneficiary for the remainder of the 5-year period and then stop.

Life With 10 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 10 full years, payments will continue to his/her surviving beneficiary for the remainder of the 10-year period and then stop.

Life With 15 Years Certain - Payable for the life of the participant. If the participant dies before receiving payments for 15 full years, payments will continue to his/her surviving beneficiary for the remainder of the 15-year period and then stop.

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
Valuation Date: 1/1/2023

Joint and 100% Survivor - Payable for the life of the participant and his/her beneficiary. Payments cease on the death of both.

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Joint and 50% Survivor - Payable for the life of the participant. If the participant dies before his/her beneficiary, 50% of the benefit will continue for the life of the beneficiary.

Accrued Benefit

The normal retirement benefit described above calculated based on salary and/or service on the calculation date, and payable on the normal retirement date.

Credited years are plan years from date of hire excluding the following:

Years after October 31, 2000
Years with less than 1,000 hours

Termination Benefit

Upon termination for any reason other than death or retirement a participant shall be entitled to a portion of the actuarial equivalent of his accrued benefit in accordance with the following vesting schedule:

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Top-Heavy Minimum Benefit

Each participant will be entitled to a minimum accrued benefit equal to the following:

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Credited years are plan years from date of hire excluding the following:

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Years plan is not top-heavy

with a maximum of 10 years

Frutarom USA Inc. Pension Plan for Employees who are Members of Local Union 560

Summary of Plan Provisions
Plan Year: 1/1/2023 to 12/31/2023
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Death Benefit	Survivor portion of a qualified joint and 50% survivor annuity payable to the surviving spouse.

Schedule SB, line 22 – Description of Weighted Average Retirement Age

FRUTAROM USA INC. PENSION PLAN FOR EMPLOYEES WHO ARE MEMBERS OF LOCAL UNION 560

Plan Year Ending 12/31/2023

EIN: 22-3060382
PN: 001

Note to line 22: All participants are assumed to retire at their Normal Retirement Age. Post – NRA active participants are assumed to retire immediately.