

<div>Form 5500</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Annual Return/Report of Employee Benefit Plan</div> <div>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div>	<div>OMB Nos. 1210-0110 1210-0089</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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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: <div><div>☐ a multiemployer plan</div><div>☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div>☒ a single-employer plan</div><div>☐ a DFE (specify) _____</div></div>
B	This return/report is: <div><div>☐ the first return/report</div><div>☐ the final return/report</div><div>☐ an amended return/report</div><div>☐ a short plan year return/report (less than 12 months)</div></div>
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: <div><div>☒ Form 5558</div><div>☐ automatic extension</div><div>☐ the DFVC program</div><div>☐ special extension (enter description)</div></div>
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 LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 002
1c	Effective date of plan 01/01/1992
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) LABORATORY CORPORATION OF AMERICA HOLDINGS 531 SOUTH SPRING STREET BURLINGTON, NC 27215
2b	Employer Identification Number (EIN) 13-3757370
2c	Plan Sponsor's telephone number 336-222-7566
2d	Business code (see instructions) 621510

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

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/01/2024	BONNIE MORRISON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 11288
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> <div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 6972 6a(2) 6540 6b 748 6c 2335 6d 9623 6e 171 6f 9794 6g(1) 6g(2) 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1A 1C 1I

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☒ **A** (Insurance Information) – Number Attached 1
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

<div>SCHEDULE A</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A Name of plan LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 LABORATORY CORPORATION OF AMERICA HOLDINGS	D Employer Identification Number (EIN) 13-3757370

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
SECURIAN

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
41-1412669	93742	202350	922	01/01/2023	12/31/2023

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

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	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	
6 Contracts With Allocated Funds:		
a State the basis of premium rates ▶		
b Premiums paid to carrier	6b	29319425
c Premiums due but unpaid at the end of the year.....	6c	
d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	
e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☒ other (specify) ▶ GROUP ANNUITIES		
f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐		
7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)		
a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee (3) ☐ guaranteed investment (4) ☐ other ▶		
b Balance at the end of the previous year	7b	
c Additions: (1) Contributions deposited during the year	7c(1)	
(2) Dividends and credits	7c(2)	
(3) Interest credited during the year	7c(3)	
(4) Transferred from separate account.....	7c(4)	
(5) Other (specify below)	7c(5)	
(6) Total additions	7c(6)	0
d Total of balance and additions (add lines 7b and 7c(6))	7d	0
e Deductions:		
(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	
(2) Administration charge made by carrier	7e(2)	
(3) Transferred to separate account.....	7e(3)	
(4) Other (specify below)	7e(4)	
(5) Total deductions	7e(5)	0
f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	0

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid.....	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	0
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	0
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies.....	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.).....		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves.....		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A?..... ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

<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>2023</div> <div>This Form is Open to Public Inspection</div>
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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 LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN	B Three-digit plan number (PN) 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF LABORATORY CORPORATION OF AMERICA HOLDINGS	D Employer Identification Number (EIN) 13-3757370
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 2023			
2	Assets:			
a	Market value	2a	228406171	
b	Actuarial value	2b	251246788	
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	1787	69356489	69356489
b	For terminated vested participants	2531	44947683	44947683
c	For active participants	6972	121087611	121087611
d	Total	11290	235391783	235391783
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	5.08 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	3862304	
c	Target normal cost	6c	3862304	

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.

<div>SIGN HERE</div>	<div>Signature of actuary</div> <div>NATHAN BRAGG</div> <div>Type or print name of actuary</div> <div>WILLIS TOWERS WATSON US LLC</div> <div>Firm name</div> <div>1120 SOUTH TRYON STREET SUITE 650 CHARLOTTE, NC 28203-0002</div> <div>Address of the firm</div>	<div>09/17/2024</div> <div>Date</div> <div>23-07999</div> <div>Most recent enrollment number</div> <div>704-620-6480</div> <div>Telephone number (including area code)</div>
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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	29915340
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	29915340
10 Interest on line 9 using prior year's actual return of <u>-16.20</u> %	0	-4846285
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>5.25</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	25069055

Part III Funding Percentages		
14 Funding target attainment percentage	14	96.08 %
15 Adjusted funding target attainment percentage	15	106.73 %
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	106.65 %
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
12/26/2023	9537	0			
09/13/2024	10200000	0			
			Totals ►	18(b)	10209537
				18(c)	0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	9082
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	9375967
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

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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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 4
22 Weighted average retirement age			22 64
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

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

Part VIII	Minimum Required Contribution For Current Year
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	3862304	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	9214050	843829	
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	4706133	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	4706133	4706133
36 Additional cash requirement (line 34 minus line 35).....	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	9375967	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	9375967	
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)
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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
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<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury</div> <div>Internal Revenue Service</div> <div>Department of Labor</div> <div>Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	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

<div>A</div> <div>Name of plan</div> <div>LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN</div>	<div>B</div> <div>Three-digit plan number (PN)</div> <div>002</div>
<div>C</div> <div>Plan sponsor's name as shown on line 2a of Form 5500</div> <div>LABORATORY CORPORATION OF AMERICA HOLDINGS</div>	<div>D</div> <div>Employer Identification Number (EIN)</div> <div>13-3757370</div>

Part I

Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).....

Yes

☒

No
- b

If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b)

Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b)

Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b)

Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WILLIS TOWERS WATSON LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 16 38 50	ACTUARY AND OUTSOURCING	1665508	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

NISA INVESTMENT ADVISORS LLC

48-1140940

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51	NONE	223724	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

LEGAL & GENERAL

71 SOUTH WACKER AVENUE
SUITE 800
CHICAGO, IL 60606

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 29 51	NONE	113802	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CAPTRUST FINANCIAL ADVISORS

26-0058143

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51	NONE	108938	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

PRINCIPAL

510 N. VALLEY MILLS DRIVE
SUITE 400
WACO, TX 76710-6075

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	TRUSTEE	62375	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

AGILIS LLC

130 TURNER ST
BLDG 3, STE 510
WALTHAM, MA 02453

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49 50	NONE	8500	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	TOM PALMER	b EIN:	53-0181291
c Position:	ENROLLED ACTUARY		
d Address:	1120 S. TRYON STREET SUITE 650 CHARLOTTE, NC 28203	e Telephone:	+17046206480

Explanation: ENROLLED ACTUARY RETIRED FROM THE COMPANY

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 <div style="border: 1px solid black; padding: 5px; font-size: 1.2em; font-weight: bold;">2023</div> This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN</u>	B Three-digit plan number (PN) ►	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>LABORATORY CORPORATION OF AMERICA HOLDINGS</u>	D Employer Identification Number (EIN) <u>13-3757370</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
--------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: <u>NT COLLECTIVE RUS 2000 IDX FD DC NL</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST INVESTMENTS, INC.</u>		
c EIN-PN <u>45-6138589-096</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2495603</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>NT COLLECTIVE S&P 400 IDX FD DC NL</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST INVESTMENTS, INC.</u>		
c EIN-PN <u>45-6138589-105</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>7192050</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>NT COLLECTIVE S&P 500 IDX FD DC NL</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST INVESTMENTS, INC.</u>		
c EIN-PN <u>45-6138589-002</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>17647529</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>NT COLLECTIVE SHORT TERM INVESTMENT</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST INVESTMENTS, INC.</u>		
c EIN-PN <u>45-6138589-084</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>27076</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		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

A Name of plan <u>LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN</u>	B Three-digit plan number (PN) <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>LABORATORY CORPORATION OF AMERICA HOLDINGS</u>	D Employer Identification Number (EIN) <u>13-3757370</u>

Part I	Asset and Liability Statement
---------------	--------------------------------------

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	<u>0</u>	<u>10200000</u>
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	<u>1617819</u>	<u>1753803</u>
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	<u>5060384</u>	<u>4584807</u>
(2) U.S. Government securities	1c(2)	<u>21048906</u>	<u>7802948</u>
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	<u>136531432</u>	<u>131726955</u>
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	<u>39651321</u>	<u>27362258</u>
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	<u>22034900</u>	<u>15423232</u>
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	<u>2667057</u>	<u>8338612</u>

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	228611819	207192615
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	719187	610522
i Acquisition indebtedness	1i		
j Other liabilities	1j	205648	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	924835	610522
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	227686984	206582093

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	10209537	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		10209537
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	272357	
(B) U.S. Government securities	2b(1)(B)	243448	
(C) Corporate debt instruments	2b(1)(C)	5078861	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	730997	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		6325663
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	407480	
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C)	2b(2)(D)		407480
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	345343144	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	339004920	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		6338224
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	562881	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		5584794
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		2159822
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		31588401

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	17682232	
(2) To insurance carriers for the provision of benefits.....	2e(2)	29319425	
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		47001657
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)	1343954	
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	388374	
(6) Bank or trust company trustee/custodial fees	2i(6)	87106	
(7) Actuarial fees	2i(7)	189500	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	3682701	
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		5691635
j Total expenses. Add all expense amounts in column (b) and enter total	2j		52693292

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-21104891
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

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

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

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

(1) Name: **HUGHES, PITTMAN & GUPTON, LLP**

(2) EIN: **56-1415202**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

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

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

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.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

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

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 509872.

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN		B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 LABORATORY CORPORATION OF AMERICA HOLDINGS		D Employer Identification Number (EIN) 13-3757370
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 56-6414714 41-6257133		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3 523
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☒ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☒ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b):	
a Enter the percentage of plan assets held as: Public Equity: <u>51.0</u> % Private Equity: <u>0.0</u> % Investment-Grade Debt and Interest Rate Hedging Assets: <u>42.0</u> % High-Yield Debt: <u>5.0</u> % Real Assets: <u>0.0</u> % Cash or Cash Equivalents: <u>0.0</u> % Other: <u>2.0</u> %	
b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☒ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.	
a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No	
b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation: _____	

Part VII	IRS Compliance Questions
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21a 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 ☒ No	
21b 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	
22 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 ___/___/___ (MM/DD/YYYY) and the Opinion Letter serial number _____.	

**LABORATORY CORPORATION OF
AMERICA HOLDINGS CASH
BALANCE RETIREMENT PLAN**

Financial Statements

December 31, 2023 and 2022

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

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December 31, 2023 and 2022

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**Hughes Pittman & Gupton, LLP**

1500 Sunday Drive, Suite 300

Raleigh, North Carolina 27607

919.232.5900 919.232.5901 fax

www.hpg.com**Independent Auditors' Report**

The Investment Committee
Laboratory Corporation of America Holdings Cash Balance Retirement Plan
Burlington, North Carolina

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of the Laboratory Corporation of America Holdings Cash Balance Retirement Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section,

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedules, as listed in the accompanying table of contents, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion,

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Hughes Pottman & Aughton, LLP

Raleigh, North Carolina
September 30, 2024

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

Statements of Net Assets Available for Benefits

December 31, 2023 and 2022

(Dollars in Thousands)

	2023	2022
Assets		
Investments at fair value:		
Collective trust funds	\$ 27,362	\$ 39,651
Corporate bonds	131,727	136,531
Municipal bonds	8,339	2,667
United States government securities	7,803	21,049
Mutual funds	15,423	22,035
Money market fund	4,585	5,061
Total investments at fair value	195,239	226,994
Employer contribution receivable	10,200	-
Other receivable	1,754	1,618
Total assets	207,193	228,612
Liabilities		
Accrued expenses	611	719
Due to broker for securities purchased	-	206
Total liabilities	611	925
Net assets available for benefits	\$ 206,582	\$ 227,687

See accompanying notes to financial statements

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

Statements of Changes in Net Assets Available for Benefits

For the Years Ended December 31, 2023 and 2022

(Dollars in Thousands)

	<u>2023</u>	<u>2022</u>
Additions		
Additions to net assets attributed to:		
Investment activity:		
Net appreciation in fair value of investments	\$ 14,646	\$ -
Interest and dividends	6,733	6,467
Employer contributions	10,210	-
Other income	-	2,562
	<hr/>	<hr/>
Total additions	31,589	9,029
Deductions		
Deductions from net assets attributed to:		
Net depreciation in fair value of investments	-	55,756
Benefits paid to participants	47,002	21,934
Administrative expenses	5,692	3,285
	<hr/>	<hr/>
Total deductions	52,694	80,975
	<hr/>	<hr/>
Net decrease	(21,105)	(71,946)
Net assets available for benefits as of beginning of year	227,687	299,633
	<hr/>	<hr/>
Net assets available for benefits as of end of year	\$ 206,582	\$ 227,687
	<hr/>	<hr/>

See accompanying notes to financial statements

LABORATORY CORPORATION OF AMERICA HOLDINGS

CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements

December 31, 2023 and 2022

(Dollars in Thousands)

NOTE 1: DESCRIPTION OF PLAN

The following description of the Laboratory Corporation of America Holdings (the “Company” or “Plan Sponsor”) Cash Balance Retirement Plan (the “Plan”) provides only general information. Participants should refer to the plan document for a more complete description of the Plan’s provisions.

General

The Plan was formed on January 1, 1995. The Plan is a cash balance defined benefit pension plan that provides certain retirement and death benefits on a noncontributory basis to all non-union employees of the Company who have completed at least one year of service, are 21 years of age or older, and are not nonresident aliens. Principal Bank serves as the Plan’s trustee (the “Trustee”). As of and for the years ended December 31, 2023 and 2022, the Plan investments were certified by Principal Bank. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

The Plan is administered by the Company’s Investment Committee (the “Committee”). The Committee has overall responsibility for the operation and administration of the Plan. The Committee determines the appropriateness of the Plan’s investments and monitors investment performance.

Participation in the Plan was closed to new entrants as of December 31, 2009, and participants in the Plan have not accrued any additional benefits after that date.

Payment of Benefits

In February 2023, the Plan Sponsor decided to pursue a pension risk transfer strategy whereby benefit obligations of certain former employees that are currently receiving benefits were transferred to an insurance company that will pay the benefits going forward, beginning on May 1, 2023. As a result of this decision, the Company entered into a group annuity contract with an insurance company to provide future annuity benefits for approximately 900 participants. Approximately \$29,000 in premiums was paid to the insurance company from Plan assets during 2023, and is included in benefits paid to participants on the statement of changes in net assets available for benefits.

Non-union employees with three or more years of service are entitled to monthly pension benefits beginning at the normal retirement age of 65 and based on the balance of the participant’s account. The Plan allows for early retirement at ages 55 to 64 for participants with ten or more years of service.

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements

December 31, 2023 and 2022

(Dollars in Thousands)

NOTE 1: DESCRIPTION OF PLAN (concluded)

Participants may elect to receive their pension benefits in various forms as provided in the plan document. If participants leave the Company before rendering three years of service, they forfeit the right to receive their accumulated plan benefits.

Death Benefits

If a participant who has a vested retirement pension dies before his or her pension commencement date, a death benefit will be paid to his or her surviving spouse in accordance with the Plan's provisions.

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are presented on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Benefit payments to participants are recorded when paid.

Use of Estimates

The preparation of financial statements in accordance with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein; disclosure of contingent assets and liabilities; and the actuarial present value of accumulated plan benefits as of January 1, 2023, and changes therein. Actual results could differ from those estimates and assumptions.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 6 for discussion of fair value measurements.

LABORATORY CORPORATION OF AMERICA HOLDINGS

CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements

December 31, 2023 and 2022

(Dollars in Thousands)

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation and depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

The Laboratory Corporation of America Retirement Plan Master Trust (the "Master Trust") was created under the terms of a trust agreement between the Trustee and National Health Laboratories, Inc. During 1995, the assets of the Roche Biomedical Laboratories Retirement Plan were transferred to the National Health Laboratories, Inc. Master Trust pursuant to a merger between Roche Biomedical Laboratories, Inc. and National Health Laboratories, Inc. The Plan and the Master Trust were renamed the Laboratory Corporation of America Holdings Cash Balance Retirement Plan and the Laboratory Corporation of America Retirement Plan Master Trust. The assets of the Master Trust are wholly owned by the Plan. Under this current trust agreement, the Trustee manages trust funds on behalf of the Plan. The Trustee and other investment managers have discretionary authority over investment transactions of the Master Trust assigned to their specific management. The Plan is currently the only plan in the Master Trust; thus, single plan reporting requirements apply.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided in the plan document. Expenses of maintaining the Plan that are paid directly by the Company are excluded from these financial statements. Trustee's fees, consulting fees, investment manager fees, and Pension Benefit Guaranty Corporation ("PBGC") fees paid by the Plan are included in administrative expenses in these financial statements. Certain investment-related expenses are included in net appreciation and depreciation in fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

Risks and Uncertainties

The Plan invests in various types of investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the Plan's financial statements and supplemental schedules.

LABORATORY CORPORATION OF AMERICA HOLDINGS

CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements

December 31, 2023 and 2022

(Dollars in Thousands)

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

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

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the services that employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. The actuarial present value of accumulated plan benefits is determined by Willis Towers Watson, an independent consulting actuary, and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts of interest) and the probability of payment (by means of decrements such as for death, disability withdrawal, or retirement) between the valuation date and the expected date of payment.

The significant actuarial assumptions used as of January 1, 2023, are summarized as follows:

Discount rate on obligations – 6.0%

Rate of return – 6.0%

Mortality table - Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under Section 1.430(h)(3)-1 using Scale MP-2021) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under Section 1.430(h)(3)-1 using Scale MP-2021).

Retirement age - A probability of retirement assumption was used as follows: 5% for ages 55 - 58, 7% for ages 59-61, 12% for ages 62-64, 20% for ages 65-69, 25% for ages 70 -74, and 100% for age 75 and over.

LABORATORY CORPORATION OF AMERICA HOLDINGS

CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements

December 31, 2023 and 2022

(Dollars in Thousands)

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

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

As of January 1, 2023, the accumulated plan benefits were as follows:

Actuarial present value of accumulated plan benefits:

Vested benefits:

Participants currently receiving payments	\$ 62,915
Other participants	<u>155,276</u>

Total actuarial present value of accumulated plan benefits	<u>\$ 218,191</u>
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Changes in accumulated plan benefits for the year ending January 1, 2023, are summarized as follows:

Actuarial present value of accumulated plan benefits as of beginning of year	<u>\$ 255,534</u>
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Changes during the year attributable to:

Actuarial losses	620
Decrease in the discount period	11,002
Actual benefits paid	(21,934)
Change in actuarial assumptions	<u>(27,031)</u>

Net decrease	<u>(37,343)</u>
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Actuarial present value of accumulated plan benefits as of end of year	<u>\$ 218,191</u>
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The change in actuarial assumptions of \$27,031 for the year ending January 1, 2023, is a result of the following:

A change in the segment interest rates used to calculate the funding target and target normal cost from an applicable month of September 2021 to September 2022 as required by Internal Revenue Code (“IRC”) Section 430.

A change in the mortality projection scale used to calculate the funding target and target normal cost from Scale MP-2020 to Scale MP-2021 as required by IRC Section 430.

LABORATORY CORPORATION OF AMERICA HOLDINGS
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Notes to Financial Statements

December 31, 2023 and 2022

(Dollars in Thousands)

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (concluded)

A change in the discount rate for ASC 960 from 4.5% to 6.0%.

A change in the lump-sum conversion rate for ASC 960 from 2.8% to 5.5%.

NOTE 3: FUNDING POLICY

The Company's policy is to fund at least the actuarially computed minimum funding requirements of ERISA each year. The Plan met the minimum funding requirements for 2023 and 2022.

NOTE 4: PLAN TERMINATION

Although the Company has not expressed intent to terminate the Plan, it reserves that right as provided in the plan document. In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

1. Benefits attributable to employee contributions, taking into account those paid out before termination.
2. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or the amount that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.
3. Other vested benefits insured by PBGC up to the applicable limitations.
4. All other vested benefits (that is, vested benefits not insured by PBGC).
5. All nonvested benefits.

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements

December 31, 2023 and 2022

(Dollars in Thousands)

NOTE 4: PLAN TERMINATION (concluded)

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

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

NOTE 5: INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

All investment information disclosed in the accompanying financial statements and supplemental schedules, including investments held as of December 31, 2023 and 2022, net appreciation and depreciation in fair value of investments, and interest and dividends for 2023 and 2022, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by the Trustee.

NOTE 6: FAIR VALUE MEASUREMENTS

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

LABORATORY CORPORATION OF AMERICA HOLDINGS
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Notes to Financial Statements

December 31, 2023 and 2022

(Dollars in Thousands)

NOTE 6: FAIR VALUE MEASUREMENTS (continued)

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

Level 2 Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

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

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

Following is a description of the valuation methodologies used for investments measured at fair value. There have been no changes in the methodologies used as of December 31, 2023 and 2022.

Money market fund and mutual funds - Valued at the daily closing price as reported by the funds. The mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. The money market fund and mutual funds are required to publish their daily net asset value and to transact at that price. These funds held by the Plan are deemed to be actively traded.

Collective trust funds - Valued based on the underlying unit value as provided by the Trustee. Valuation of the funds' units is published daily and is the basis for current transactions. Unit values are determined by dividing the value of each fund's net assets by the total number of units outstanding on the valuation date. Transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust funds, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that security liquidations will be carried out in an orderly business manner.

LABORATORY CORPORATION OF AMERICA HOLDINGS
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Notes to Financial Statements

December 31, 2023 and 2022

(Dollars in Thousands)

NOTE 6: FAIR VALUE MEASUREMENTS (continued)

Corporate and municipal bonds - Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flow approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risk or a broker quote, if available.

United States government securities - Valued using pricing models maximizing the use of observable inputs for similar securities.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31:

	2023			
	Investments at Fair Value			
	Level 1	Level 2	Level 3	Total
Collective trust funds	\$ -	\$ 27,362	\$ -	\$ 27,362
Corporate bonds	-	131,727	-	131,727
Municipal bonds	-	8,339	-	8,339
United States government securities	-	7,803	-	7,803
Mutual funds	15,423	-	-	15,423
Money market fund	4,585	-	-	4,585
Total investments at fair value	\$ 20,008	\$ 175,231	\$ -	\$ 195,239

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Notes to Financial Statements

December 31, 2023 and 2022

(Dollars in Thousands)

NOTE 6: FAIR VALUE MEASUREMENTS (concluded)

	2022			
	Investments at Fair Value			
	Level 1	Level 2	Level 3	Total
Collective trust funds	\$ -	\$ 39,651	\$ -	\$ 39,651
Corporate bonds	-	136,531	-	136,531
Municipal bonds	-	2,667	-	2,667
United States government securities	-	21,049	-	21,049
Mutual funds	22,035	-	-	22,035
Money market fund	5,061	-	-	5,061
Total investments at fair value	\$ 27,096	\$ 199,898	\$ -	\$ 226,994

NOTE 7: RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

Fees incurred by the Plan for investment management services are included in net appreciation and depreciation in fair value of the investments, as they are paid through revenue sharing rather than a direct payment. During 2023, the Plan made direct payments to the Trustee of \$64, to the PBGC of \$3,622, and consulting fees of \$2,006, which were not covered by revenue sharing. During 2022, the Plan made direct payments to the Trustee of \$90, to the PBGC of \$1,050, and consulting fees of \$2,145, which were not covered by revenue sharing. The Company pays directly any other fees related to the Plan's operations.

NOTE 8: INCOME TAX STATUS

The Plan obtained its latest determination letter on January 18, 2017, in which the Internal Revenue Service stated that the Plan and its underlying trust qualify, in form, under the applicable provisions of the IRC. The Plan has been amended since receiving the determination letter. However, the plan administrator and the Plan's tax counsel believe that the Plan is designed and currently being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements

December 31, 2023 and 2022

(Dollars in Thousands)

NOTE 8: INCOME TAX STATUS (concluded)

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by federal and state tax authorities.

NOTE 9: SUBSEQUENT EVENTS

The Plan Sponsor has evaluated subsequent events through the report date, the date the financial statements were available to be issued, and determined that no events have occurred that would require adjustment to or disclosure in these financial statements.

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

EIN: 13-3757370

Plan Number: 002

Schedule H, Line 4i - Schedule of Assets Held as of End of Year

December 31, 2023

(a)	Par Value, Shares, or Units	(b)(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
*		Principal Bank		
		Collective trust funds:		
	27,076	Northern Trust Coltv Stif	\$ 27,076	\$ 27,076
	17,092	Northern Trust Collective Russell 2000 Index Fund Dc Non Lending Tier Four	2,616,152	2,495,603
	42,441	Northern Trust Collective S&P 400 Index Fund Dc Non Lending Tier Four Ctf	6,651,352	7,192,050
	81,823	Northern Trust Collective S&P 500 Index Fund Dc Non Lending Tier Four Ctf	15,739,422	17,647,529
		Total collective trust funds	\$ 25,034,002	\$ 27,362,258
		Mutual funds:		
	208,370	Europacific Growth Fund Class R6 #2616	\$ 14,549,298	\$ 11,397,837
	207,816	Vanguard Real Estate Index Fund Class Inst #3123	3,713,652	4,025,395
		Total mutual funds	\$ 18,262,950	\$ 15,423,232
		Corporate bonds:		
	130,000	ABBOTT LABORATORIES DTD 11/ 09/07 6.150 11/ 30/2037	145,084	149,367
	70,000	ABBOTT LABORATORIES DTD 11/ 22/16 4.750 11/ 30/2036	95,501	71,699
	10,000	ABBOTT LABORATORIES DTD 11/ 22/16 4.900 11/ 30/2046	13,861	10,218
	20,000	ABBVIE INC DTD 09/ 15/20 4.550 03/ 15/2035	23,916	19,613
	215,000	ADOBE INC DTD 02/ 03/20 2.150 02/ 01/2027	221,344	201,745
	990,000	AEP TEXAS INC DTD 12/ 01/18 3.950 06/ 01/2028	1,143,996	952,519
	50,000	AEP TEXAS INC DTD 05/ 01/19 4.150 05/ 01/2049	61,822	40,294
	225,000	AERCAP IRELAND CAP/ GLOBA DTD 10/ 29/21 1.650 10/ 29/2024	224,360	217,148
	85,000	AERCAP IRELAND CAP/ GLOBA DTD 10/ 29/21 2.450 10/ 29/2026	85,167	78,703
	400,000	AFLAC INC DTD 04/ 01/20 3.600 04/ 01/2030	468,036	377,676
	125,000	AGREE LP DTD 05/ 14/21 2.000 06/ 15/2028	122,748	108,394
	70,000	ALABAMA POWER CO DTD 03/ 11/15 3.750 03/ 01/2045	51,687	56,869
	150,000	ALABAMA POWER CO DTD 11/ 08/17 3.700 12/ 01/2047	108,929	118,767
	60,000	ALLINA HEALTH SYSTEM DTD 05/ 29/19 3.887 04/ 15/2049	71,590	50,398
	255,000	ALLY FINANCIAL INC DTD 11/ 02/21 2.200 11/ 02/2028	197,112	216,783
	130,000	ALPHABET INC DTD 08/ 05/20 1.900 08/ 15/2040	118,723	90,106
	900,000	ALTRIA GROUP INC DTD 02/ 14/19 5.800 02/ 14/2039	1,127,322	916,731
	90,000	ALTRIA GROUP INC DTD 02/ 04/21 2.450 02/ 04/2032	68,533	73,392
	215,000	ALTRIA GROUP INC DTD 02/ 04/21 3.400 02/ 04/2041	143,237	157,427
	255,000	ALTRIA GROUP INC DTD 02/ 04/21 3.700 02/ 04/2051	160,528	179,405
	810,000	AMAZON. COM INC DTD 12/ 05/14 4.800 12/ 05/2034	834,567	835,685
	215,000	AMAZON. COM INC DTD 02/ 22/18 3.875 08/ 22/2037	235,241	199,507
	275,000	AMEREN CORP DTD 04/ 03/20 3.500 01/ 15/2031	310,844	250,905
	55,000	AMERICA MOVIL SAB DE CV DTD 03/ 30/10 6.125 03/ 30/2040	77,597	60,054
	55,000	AMERICA MOVIL SAB DE CV DTD 04/ 22/19 3.625 04/ 22/2029	59,874	51,929
	160,000	AMERICAN EXPRESS CO DTD 08/ 03/2022 VAR CPN 08/ 03/2033 CALLABLE	152,099	154,046
	405,000	AMERICAN EXPRESS CREDIT MED TERM NOTE DTD 05/ 03/17 3.300 05/ 03/2027	386,014	386,848
	10,000	AMERICAN INTL GROUP DTD 07/ 10/15 4.800 07/ 10/2045	12,804	9,406
	150,000	AMERICAN WATER CAPITAL C DTD 08/ 10/17 3.750 09/ 01/2047	118,322	122,501
	1,230,000	ANHEUSER- BUSCH COS LLC / ANHEUSER- BUSCH INBEV DTD 05/ 15/19 4.700 2/1/2036	1,208,150	1,225,990
	25,000	ANHEUSER- BUSCH INBEV FIN DTD 01/ 25/16 4.900 02/ 01/2046	22,365	24,506
	65,000	APPLE INC DTD 02/ 23/16 4.650 02/ 23/2046	85,902	64,117
	105,000	APPLE INC DTD 02/ 23/16 3.250 02/ 23/2026	112,321	102,445
	20,000	APPLE INC DTD 08/ 04/16 3.850 08/ 04/2046	23,796	17,375

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Schedule H, Line 4i - Schedule of Assets Held as of End of Year

December 31, 2023

(a)	Par Value, Shares, or Units	(b)(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
*		Principal Bank		
	70,000	APPLE INC DTD 02/ 08/21 2.375 02/ 08/2041	67,896	51,158
	10,000	APPLE INC DTD 02/ 08/21 2.650 02/ 08/2051	9,887	6,846
	100,000	APTIV PLC / APTIV CORP DTD 02/ 18/22 2.396 02/ 18/2025	100,000	96,687
	55,000	AQUA AMERICA INC DTD 04/ 26/19 4.276 05/ 01/2049	66,606	45,664
	140,000	ASTRAZENECA FINANCE LLC DTD 05/ 28/21 1.200 05/ 28/2026	137,570	129,546
	60,000	ASTRAZENECA PLC DTD 09/ 12/2007 6.450 09/15/2037	69,961	70,121
	70,000	ASTRAZENECA PLC DTD 11/ 16/15 3.375 11/ 16/2025	75,000	68,463
	130,000	ASTRAZENECA PLC DTD 08/ 17/18 4.375 08/ 17/2048	170,925	122,262
	600,000	AT&T INC DTD 06/ 15/18 6.550 06/ 15/2034	669,036	628,614
	610,000	AT&T INC DTD 05/ 28/20 3.500 06/ 01/2041	645,978	484,389
	700,000	ATLANTIC CITY ELECTRIC DTD 10/ 16/18 4.000 10/ 15/2028	821,975	683,879
	550,000	ATLANTIC CITY ELECTRIC DTD 03/ 10/21 2.300 03/ 15/2031	559,119	463,628
	600,000	ATMOS ENERGY CORP DTD 10/ 02/19 2.625 09/ 15/2029	633,690	546,306
	195,000	ATMOS ENERGY CORP DTD 10/ 10/2023 6.200% 11/15/2053	194,530	228,599
	595,000	AVALONBAY COMMUNITIES DTD 05/ 15/19 3.300 06/ 01/2029	669,851	554,730
	520,000	AVALONBAY COMMUNITIES DTD 02/ 25/20 2.300 03/ 01/2030	530,837	453,450
		AVALONBAY COMMUNITIES MED TERM NOTE DTD		
	600,000	05/ 22/20 2.450 01/ 15/2031	614,352	517,314
	925,000	BANCO SANTANDER SA DTD 09/ 14/21 09/ 14/2027	807,442	836,496
	240,000	BANCO SANTANDER SA DTD 06/ 27/19 2.706 06/ 27/2024	248,526	236,784
	110,000	BANK OF AMERICA CORP DTD 04/ 01/14 4.875 04/ 01/2044	101,977	106,876
	200,000	BANK OF AMERICA CORP MED TERM NOTE DTD 01/ 20/17 01/ 20/2028	221,916	192,156
	650,000	BANK OF AMERICA CORP DTD 04/ 24/17 04/ 24/2038	795,659	586,736
	600,000	BANK OF AMERICA CORP DTD 07/ 21/17 07/ 21/2028	659,418	569,100
	170,000	BANK OF AMERICA CORP DTD 01/ 23/18 01/ 23/2049	200,534	142,878
	90,000	BANK OF AMERICA CORP MED TERM NOTE DTD 03/ 05/18 03/ 05/2029	104,074	85,960
	30,000	BANK OF AMERICA CORP DTD 07/ 23/18 07/ 23/2029	35,470	28,965
	275,000	BANK OF AMERICA CORP MED TERM NOTE DTD 03/ 15/19 03/ 15/2050	344,608	242,050
	275,000	BANK OF AMERICA CORP MED TERM NOTE DTD 06/ 19/20 06/ 19/2041	247,462	196,592
	115,000	BANK OF AMERICA CORP DTD 03/ 11/21 03/ 13/2052	84,494	88,460
	70,000	BANK OF AMERICA CORP DTD 04/ 22/21 04/ 22/2042	66,808	54,813
	50,000	BANK OF AMERICA CORP DTD 02/ 04/22 02/ 04/2033	50,000	42,541
	450,000	BANK OF MONTREAL DTD 12/ 12/17 12/ 15/2032	498,902	413,964
	810,000	BANK OF MONTREAL MED TERM NOTE DTD 09/ 17/21 1.220 03/ 17/2026	713,675	735,391
	155,000	BANK OF NOVA SCOTIA DTD 01/ 10/20 2.200 02/ 03/2025	161,753	150,246
	150,000	BANK OF NOVA SCOTIA DTD 01/ 10/22 2.450 02/ 02/2032	122,304	125,649
		BANK OF NY MELLON CORP DTD 01/ 31/2023 VAR CPN		
	305,000	02/ 01/2034 CALLABLE	296,762	298,327
		BANK OF NY MELLON CORP MED TERM NOTE DTD 08/ 23/17		
	385,000	3.300 08/ 23/2029	433,256	360,291
	395,000	BANNER HEALTH DTD 05/ 14/20 2.338 01/ 01/2030	414,687	341,027
	155,000	BARCLAYS PLC DTD 05/ 07/19 05/ 07/2025	163,587	153,924
	240,000	BARCLAYS PLC DTD 06/ 20/19 06/ 20/2030	281,287	232,361
	1,130,000	BARCLAYS PLC DTD 09/ 23/20 3.564 09/ 23/2035	1,191,551	968,772
	105,000	BAT CAPITAL CORP DTD 08/ 15/18 3.222 08/ 15/2024	109,202	103,290
	100,000	BAT CAPITAL CORP DTD 08/ 15/18 4.540 08/ 15/2047	69,683	76,773
		BB&T CORPORATION MED TERM NOTE SER DMTN DTD		
	90,000	10/ 26/17 2.850 10/ 26/2024	93,891	88,088
	110,000	BERKSHIRE HATHAWAY FIN DTD 01/ 13/10 5.750 01/ 15/2040	120,277	124,315
	75,000	BLACKROCK INC DTD 12/ 10/21 2.100 02/ 25/2032	61,157	62,625
	67,000	BOSTON SCIENTIFIC CORP DTD 02/ 25/19 3.450 03/ 01/2024	70,128	66,715
	615,000	BP CAP MARKETS AMERICA DTD 07/ 16/18 3.017 01/ 16/2027	582,829	589,127
	255,000	BP CAP MARKETS AMERICA DTD 02/ 11/19 3.410 02/ 11/2026	247,506	248,990
	425,000	BRISTOL- MYERS SQUIBB CO DTD 03/ 02/22 3.550 03/ 15/2042	391,664	347,735

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EIN: 13-3757370

Plan Number: 002

Schedule H, Line 4i - Schedule of Assets Held as of End of Year

December 31, 2023

(a)	Par Value, Shares, or Units	(b)(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
*		Principal Bank		
	30,000	BURLINGTN NORTH SANTA FE DTD 08/ 18/14 4.550 09/ 01/2044	37,914	27,992
	105,000	BURLINGTN NORTH SANTA FE DTD 03/ 09/15 4.150 04/ 01/2045	127,270	93,210
		CAPITAL ONE FINANCIAL CO DTD 02/ 01/2023 VAR CPN		
	135,000	02/ 01/2034 CALLABLE	129,668	134,343
		CAPITAL ONE FINANCIAL CO DTD 11/ 01/2023 VAR CPN		
	280,000	CPN 10/ 30/2031 CALLABLE	280,000	307,689
	17,000	CARRIER GLOBAL CORP DTD 08/ 15/20 2.242 02/ 15/2025	17,386	16,474
	90,000	CATERPILLAR INC DTD 08/ 08/06 6.050 08/ 15/2036	101,061	101,389
	160,000	CATHOLIC HEALTH SERVICES DTD 09/ 02/20 3.368 07/ 01/2050	170,610	113,722
	75,000	CENTENE CORP DTD 10/ 07/20 3.000 10/ 15/2030	62,867	64,953
	30,000	CENTENE CORP DTD 02/ 17/21 2.500 03/ 01/2031	24,880	24,995
		CENTERPOINT ENER HOUSTON DTD 02/ 28/2022 3.000%		
	55,000	03/01/2032 CALLABLE	54,745	48,677
		CHARLES SCHWAB CORP DTD 03/ 03/2022 2.900% 03/03/2032		
	325,000	CALLABLE	270,381	279,351
	80,000	CHARTER COMM OPT LLC/CAP DTD 07/ 23/16 4.908 07/ 23/2025	88,130	79,239
	5,000	CHARTER COMM OPT LLC/CAP DTD 12/ 04/20 3.850 04/ 01/2061	4,764	3,117
	450,000	CHEVRON USA INC DTD 09/ 01/20 6.000 03/ 01/2041	671,985	513,302
	560,000	CHEVRON USA INC DTD 11/ 15/20 5.250 11/ 15/2043	762,205	587,821
	95,000	CIGNA CORP DTD 08/ 15/19 4.800 08/ 15/2038	86,315	91,852
	150,000	CINCINNATI GAS & ELEC CO BD DTD 06/ 16/03 5.375 06/ 15/2033	142,298	146,063
	100,000	CISCO SYSTEMS INC DTD 11/ 17/09 5.500 01/ 15/2040	148,910	106,449
	240,000	CITIGROUP INC DTD 08/ 25/06 6.125 08/ 25/2036	245,004	255,394
	75,000	CITIGROUP INC DTD 07/ 23/09 8.125 07/ 15/2039	95,477	96,569
	120,000	CITIGROUP INC DTD 01/ 26/12 5.875 01/ 30/2042	125,040	127,290
	300,000	CITIGROUP INC DTD 05/ 06/14 5.300 05/ 06/2044	279,615	287,853
	5,000	CITIGROUP INC DTD 09/ 29/15 4.450 09/ 29/2027	5,552	4,885
	280,000	CITIGROUP INC DTD 01/ 10/17 01/ 10/2028	310,732	270,757
	600,000	CITIGROUP INC DTD 07/ 24/17 07/ 24/2028	660,252	571,818
	100,000	CITIGROUP INC DTD 03/ 26/20 03/ 26/2041	139,224	100,292
	580,000	CITIGROUP INC DTD 03/ 31/20 03/ 31/2031	698,471	554,741
	70,000	CITIGROUP INC DTD 05/ 04/21 05/ 01/2032	70,237	58,403
	65,000	CITIGROUP INC DTD 11/ 03/21 11/ 03/2042	64,359	46,746
	25,000	CITIGROUP INC DTD 11/ 05/19 11/ 05/2030	25,981	22,260
		CITIZENS FINANCIAL GROUP DTD 12/ 03/2015 4.300% 12/03/2025		
	385,000	CALLABLE	363,440	374,882
	95,000	COCA- COLA CO/ THE DTD 05/ 01/20 1.650 06/ 01/2030	80,292	81,370
	115,000	COCA- COLA CO/ THE DTD 05/ 01/20 2.500 06/ 01/2040	80,131	86,949
	980,000	COMCAST CORP DTD 01/ 14/13 4.250 01/ 15/2033	1,167,155	952,168
	90,000	COMCAST CORP DTD 02/ 08/18 3.900 03/ 01/2038	105,090	80,456
	640,000	COMCAST CORP DTD 10/ 05/18 4.600 10/ 15/2038	805,197	618,003
	150,000	COMCAST CORP DTD 10/ 05/18 4.250 10/ 15/2030	176,510	147,837
	40,000	COMCAST CORP DTD 03/ 27/20 3.400 04/ 01/2030	43,515	37,440
	160,000	COMMONSPIRIT HEALTH DTD 08/ 21/19 3.817 10/ 01/2049	182,698	126,654
	40,000	COMMONWEALTH EDISON CO DTD 11/ 10/14 3.100 11/ 01/2024	41,847	39,275
	40,000	COMMONWEALTH EDISON CO DTD 02/ 19/19 4.000 03/ 01/2049	48,395	33,521
	65,000	COMMONWEALTH EDISON CO DTD 11/ 12/19 3.200 11/ 15/2049	69,316	46,629
	160,000	CON EDISON CO OF NY INC DTD 03/ 31/20 3.350 04/ 01/2030	182,422	149,184
	880,000	CONOCOPHILLIPS DTD 02/ 03/09 6.500 02/ 01/2039	1,325,306	1,017,315
	90,000	CONSOLIDATED EDISON CO N Y INC SER 03-C DTD 06/13/03 5.100 06/15/ 2033	83,534	88,632
	320,000	CONSOLIDATED EDISON CO O DTD 11/ 24/14 4.625 12/ 01/2054	278,544	287,120
	50,000	CONSOLIDATED EDISON CO O DTD 11/ 30/18 4.650 12/ 01/2048	66,110	45,245
	20,000	CONSUMERS ENERGY CO DTD 03/ 26/20 3.500 08/ 01/2051	22,822	15,681
	130,000	COREBRIDGE FINANCIAL INC DTD 04/ 04/2023 3.500% 04/04/2025 CALLABLE	129,897	126,732
	25,000	COREBRIDGE FINANCIAL INC DTD 04/ 05/2023 3.900% 04/05/2032 CALLABLE	24,963	22,599

LABORATORY CORPORATION OF AMERICA HOLDINGS
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Schedule H, Line 4i - Schedule of Assets Held as of End of Year

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(a)	Par Value, Shares, or Units	(b)(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
*		Principal Bank		
	70,000	CVS HEALTH CORP DTD 03/ 09/18 4.780 03/ 25/2038	61,933	66,317
	45,000	CVS HEALTH CORP DTD 03/ 09/18 5.050 03/ 25/2048	38,111	42,089
	80,000	CVS HEALTH CORP DTD 08/ 15/19 3.000 08/ 15/2026	84,162	76,445
	410,000	DEUTSCHE BANK NY DTD 11/ 24/20 11/ 24/2026	370,636	384,301
	170,000	DEUTSCHE BANK NY DTD 05/ 28/21 0.898 05/ 28/2024	168,439	166,964
	330,000	DEUTSCHE TELEKOM INT FIN DTD 07/ 06/00 8.750 06/ 15/2030	494,033	397,439
	975,000	DISCOVER BANK DTD 08/ 09/18 08/ 09/2028	937,151	939,110
	295,000	DOMINION ENERGY INC DTD 06/ 05/18 4.250 06/ 01/2028	353,168	289,000
	80,000	DOMINION ENERGY INC DTD 04/ 03/20 3.375 04/ 01/2030	84,977	73,650
	275,000	DOMINION ENERGY INC DTD 04/ 05/21 1.450 04/ 15/2026	271,677	254,903
	215,000	DTE ENERGY CO DTD 11/ 01/2019 4.220% 11/01/2024 NON CALLABLE	215,015	212,493
	185,000	DUKE ENERGY CAROLINAS DTD 11/ 19/09 5.300 02/ 15/2040	186,552	187,028
		DUKE ENERGY CAROLINAS LLC DTD 03/ 04/2022 2.850% 03/15/2032		
	85,000	CALLABLE	84,948	74,091
	190,000	DUKE ENERGY CORP DTD 08/ 10/17 3.950 08/ 15/2047	137,448	151,033
	200,000	DUKE ENERGY OHIO INC DTD 01/ 08/19 3.650 02/ 01/2029	231,140	192,502
	110,000	DUKE ENERGY OHIO INC DTD 01/ 08/19 4.300 02/ 01/2049	134,147	93,618
	45,000	DUKE ENERGY OHIO INC DTD 05/ 21/20 2.125 06/ 01/2030	44,508	38,277
	600,000	DUKE ENERGY PROGRESS LLC DTD 03/ 07/19 3.450 03/ 15/2029	664,584	572,232
	50,000	ELI LILLY & CO DTD 02/ 22/19 4.150 03/ 15/2059	65,463	45,888
	580,000	ENBRIDGE INC DTD 11/ 29/16 5.500 12/ 01/2046	777,977	570,366
	71,000	ENBRIDGE INC DTD 07/ 07/17 3.700 07/ 15/2027	81,159	68,511
	200,000	ENBRIDGE INC DTD 02/ 17/22 2.150 02/ 16/2024	199,832	199,094
	105,000	ENTERGY CORP DTD 08/ 19/16 2.950 09/ 01/2026	109,631	99,693
	20,000	ENTERGY CORP DTD 03/ 05/21 2.400 06/ 15/2031	19,780	16,737
	600,000	ENTERGY LOUISIANA LLC DTD 03/ 23/2018 4.000% 03/15/2033 CALLABLE	701,214	558,972
	500,000	ENTERGY TEXAS INC DTD 10/ 01/20 1.750 03/ 15/2031	481,790	409,505
	75,000	ENTERGY TEXAS INC DTD 08/ 17/21 1.500 09/ 01/2026	74,822	67,483
	105,000	ENTERPRISE PRODUCTS OPER DTD 10/ 14/14 3.750 02/ 15/2025	111,941	103,601
	600,000	EOG RESOURCES INC DTD 04/ 14/20 4.950 04/ 15/2050	797,340	589,386
	500,000	EOG RESOURCES INC DTD 04/ 14/20 4.375 04/ 15/2030	603,178	497,975
	335,000	EQUINIX INC DTD 11/ 18/19 2.625 11/ 18/2024	344,636	326,290
	335,000	EQUINOR ASA DTD 04/ 06/20 3.625 04/ 06/2040	283,829	289,202
	600,000	ERP OPERATING LP DTD 06/ 26/19 3.000 07/ 01/2029	644,478	552,318
	320,000	ERP OPERATING LP DTD 08/ 27/19 2.500 02/ 15/2030	330,752	282,723
	300,000	ESSEX PORTFOLIO LP DTD 02/ 11/19 4.000 03/ 01/2029	338,910	286,323
	340,000	EVERGY METRO DTD 05/ 26/20 2.250 06/ 01/2030	345,630	289,748
	95,000	EVERSOURCE ENERGY DTD 10/ 05/17 2.900 10/ 01/2024	98,640	93,058
	600,000	EXPORT- IMPORT BANK KOREA DTD 01/ 21/15 2.875 01/ 21/2025	639,600	587,862
	70,000	EXTRA SPACE STORAGE LP DTD 03/ 31/2022 3.900% 04/01/2029 CALLABLE	69,961	66,196
	130,000	EXXON MOBIL CORPORATION DTD 03/ 03/16 4.114 03/ 01/2046	116,219	115,870
	760,000	EXXON MOBIL CORPORATION DTD 03/ 19/20 4.227 03/ 19/2040	856,026	705,295
	35,000	FISERV INC DTD 06/ 24/19 3.200 07/ 01/2026	36,907	33,691
	340,000	FLORIDA POWER & LIGHT DTD 12/ 13/11 4.125 02/ 01/2042	302,219	305,986
	85,000	FOX CORP DTD 01/ 25/20 4.030 01/ 25/2024	89,929	84,895
	910,000	FOX CORP DTD 01/ 25/20 5.476 01/ 25/2039	1,183,328	884,775
	830,000	FOX CORP DTD 01/ 25/20 5.576 01/ 25/2049	1,147,334	800,444
		GA GLOBAL FUNDING TRUST DTD 04/ 11/2022 3.850% 04/11/2025		
	45,000	NON CALLABLE	44,987	44,068
	90,000	GE HEALTHCARE TECH INC DTD 05/ 15/2023 5.600% 11/15/2025 CALLABLE	89,722	90,798
	5,000	GENERAL DYNAMICS CORP DTD 03/ 25/20 4.250 04/ 01/2040	6,126	4,666
		GENERAL MOTORS FINL CO DTD 10/ 12/2022 6.050% 10/10/2025		
	385,000	NON CALLABLE	384,542	389,381
	155,000	GEORGETOWN UNIVERSITY DTD 01/ 16/19 5.215 10/ 01/2118	224,833	147,904
	175,000	GEORGETOWN UNIVERSITY DTD 01/ 16/19 4.315 04/ 01/2049	220,488	154,233

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(a)	Par Value, Shares, or Units	(b)(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
*		Principal Bank		
	5,000	GILEAD SCIENCES INC DTD 09/ 14/15 4.750 03/ 01/2046	4,881	4,764
	55,000	GILEAD SCIENCES INC DTD 09/ 20/16 4.000 09/ 01/2036	63,169	50,598
	1,510,000	GLAXOSMITHKLINE CAPITAL DTD 05/ 13/08 6.375 05/ 15/2038	2,295,789	1,753,246
		GOLDMAN SACHS GROUP INC MED TERM NOTE DTD 07/ 08/14		
	80,000	3.850 07/ 08/2024	84,649	79,278
	20,000	GOLDMAN SACHS GROUP INC DTD 07/ 08/14 4.800 07/ 08/2044	25,457	18,893
	320,000	GOLDMAN SACHS GROUP INC DTD 10/ 03/07 6.750 10/ 01/2037	342,643	352,237
	210,000	GOLDMAN SACHS GROUP INC DTD 01/ 28/11 6.250 02/ 01/2041	269,013	234,213
	50,000	GOLDMAN SACHS GROUP INC DTD 04/ 23/18 05/ 01/2029	58,834	48,367
	110,000	GOLDMAN SACHS GROUP INC DTD 04/ 23/18 04/ 23/2039	134,418	99,468
	20,000	GOLDMAN SACHS GROUP INC DTD 02/ 07/20 2.600 02/ 07/2030	20,250	17,575
	10,000	GOLDMAN SACHS GROUP INC DTD 03/ 19/20 3.800 03/ 15/2030	10,972	9,396
	20,000	GOLDMAN SACHS GROUP INC DTD 01/ 27/21 01/ 27/2032	15,099	16,160
		GOLDMAN SACHS GROUP INC DTD 03/ 08/2021 VAR CPN		
	300,000	03/ 09/2027 CALLABLE	293,115	276,627
	230,000	GOLDMAN SACHS GROUP INC DTD 04/ 22/21 04/ 22/2032	234,648	193,064
	80,000	GOLDMAN SACHS GROUP INC DTD 04/ 22/21 04/ 22/2042	83,059	61,261
	5,000	GOLDMAN SACHS GROUP INC DTD 07/ 21/21 07/ 21/2042	4,968	3,647
	200,000	GOLDMAN SACHS GROUP INC DTD 10/ 21/21 10/ 21/2027	198,927	182,964
	245,000	GOLDMAN SACHS GROUP INC DTD 10/ 21/21 10/ 21/2032	200,327	204,161
	145,000	GOLDMAN SACHS GROUP INC DTD 01/ 24/22 02/ 24/2028	145,000	134,416
	435,000	GOLDMAN SACHS GROUP INC DTD 01/ 24/22 02/ 24/2033	368,723	373,413
	30,000	GOLDMAN SACHS GROUP INC DTD 01/ 24/22 02/ 24/2043	30,240	23,432
	370,000	GOLDMAN SACHS GROUP INC DTD 04/ 18/06 6.450 05/ 01/2036	389,629	399,389
	90,000	GOLDMAN SACHS GROUP INC DTD 01/ 23/15 3.500 01/ 23/2025	94,988	88,250
	10,000	GOLDMAN SACHS GROUP INC DTD 10/ 31/17 10/ 31/2038	11,398	8,724
	50,000	HACKENSACK MERIDIAN HLTH DTD 08/ 26/20 2.675 09/ 01/2041	33,612	35,603
		HANWHA Q CELLS AMERICA DTD 07/ 27/2023 5.000%		
	770,000	07/27/2028 NON CALLABLE	764,364	776,653
	205,000	HOME DEPOT INC DTD 03/ 31/11 5.950 04/ 01/2041	226,045	229,202
	65,000	HOME DEPOT INC DTD 09/ 15/16 3.500 09/ 15/2056	74,014	51,083
	5,000	HOME DEPOT INC DTD 06/ 05/17 3.900 06/ 15/2047	4,070	4,300
	160,000	HOME DEPOT INC DTD 09/ 19/2022 4.500% 09/15/2032 CALLABLE	159,810	163,232
	335,000	HOMEDEPOT INC DTD 12/ 19/06 5.875 12/ 16/2036	478,548	374,443
		HONEYWELL INTERNATIONAL INC DTD 11/ 02/2022 5.000%		
	195,000	02/15/2033 CALLABLE	193,085	203,990
	190,000	HSBC HOLDINGS PLC DTD 05/ 03/06 6.500 05/ 02/2036	196,441	201,611
	275,000	HSBC HOLDINGS PLC DTD 09/ 12/2007 6.500 09/15/2037	279,950	297,657
	170,000	HSBC HOLDINGS PLC DTD 11/ 17/11 6.100 01/ 14/2042	179,988	192,474
	290,000	HSBC HOLDINGS PLC DTD 09/ 12/18 09/ 12/2026	278,864	283,867
	295,000	HSBC HOLDINGS PLC DTD 05/ 24/2021 VAR CPN 05/ 24/2032 CALLABLE	236,198	246,269
	90,000	HSBC HOLDINGS PLC DTD 11/ 22/21 11/ 22/2032	72,815	74,771
	85,000	HUNTINGTON BANCSHARES DTD 05/ 15/18 4.000 05/ 15/2025	91,674	83,348
	20,000	INDIANA MICHIGAN POWER DTD 08/ 08/18 4.250 08/ 15/2048	24,649	16,767
	715,000	ING GROEP NV DTD 03/ 29/17 3.950 03/ 29/2027	824,238	691,748
	140,000	ING GROEP NV DTD 04/ 09/19 3.550 04/ 09/2024	147,206	139,216
	115,000	INTEL CORP DTD 08/ 05/2022 4.900% 08/05/2052 CALLABLE	114,902	112,536
	30,000	INTEL CORP DTD 02/ 10/2023 5.625% 02/10/2043 CALLABLE	29,982	32,070
	75,000	INTEL CORP DTD 02/ 10/2023 5.700% 02/10/2053 CALLABLE	74,968	81,083
	80,000	INTEL CORP DTD 02/ 10/2023 5.900% 02/10/2063 CALLABLE	79,963	89,168
		JOHN DEERE CAPITAL CORP MED TERM NOTE DTD 06/ 22/17		
	45,000	2.650 06/ 24/2024	46,783	44,420
		JOHN DEERE CAPITAL CORP MED TERM NOTE DTD 01/ 10/22		
	245,000	1.250 01/ 10/2025	244,885	236,310
	320,000	JOHNSON & JOHNSON DTD 08/ 17/10 4.500 09/ 01/2040	316,383	318,534

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Schedule H, Line 4i - Schedule of Assets Held as of End of Year

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(a)	Par Value, Shares, or Units	(b)(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
*		Principal Bank		
	445,000	JOHNSON & JOHNSON DTD 12/ 05/13 4.375 12/ 05/2033	456,379	456,468
	225,000	JOHNSON & JOHNSON DTD 03/ 01/16 3.550 03/ 01/2036	210,202	208,197
	200,000	JOHNSON & JOHNSON DTD 03/ 03/17 3.625 03/ 03/2037	244,098	183,978
	60,000	JPMORGAN CHASE & CO DTD 05/ 22/08 6.400 05/ 15/2038	91,259	68,696
	245,000	JPMORGAN CHASE & CO DTD 07/ 21/11 5.600 07/ 15/2041	252,590	260,413
	305,000	JPMORGAN CHASE & CO DTD 08/ 21/13 5.625 08/ 16/2043	307,080	319,564
	275,000	JPMORGAN CHASE & CO DTD 05/ 29/15 4.950 06/ 01/2045	255,604	262,900
	210,000	JPMORGAN CHASE & CO DTD 02/ 01/17 02/ 01/2028	232,806	202,835
	10,000	JPMORGAN CHASE & CO DTD 02/ 22/17 02/ 22/2048	12,319	8,834
	600,000	JPMORGAN CHASE & CO DTD 04/ 25/17 05/ 01/2028	658,218	572,610
	70,000	JPMORGAN CHASE & CO DTD 11/ 10/17 11/ 15/2048	83,180	58,604
	35,000	JPMORGAN CHASE & CO DTD 01/ 23/18 01/ 23/2049	40,823	29,010
	5,000	JPMORGAN CHASE & CO DTD 04/ 22/20 04/ 22/2051	5,230	3,593
	1,125,000	JPMORGAN CHASE & CO DTD 05/ 13/20 05/ 13/2031	1,210,519	988,616
	65,000	JPMORGAN CHASE & CO DTD 04/ 22/21 04/ 22/2052	65,138	48,551
	195,000	KANSAS CITY POWER & LT DTD 09/ 20/11 5.300 10/ 01/2041	191,484	192,937
	115,000	KENTUCKY UTILITIES DTD 06/ 30/11 5.125 11/ 01/2040	110,939	111,662
	180,000	LAM RESEARCH CORP DTD 03/ 04/19 4.000 03/ 15/2029	215,316	177,602
	185,000	LOCKHEED MARTIN CORP DTD 02/ 20/15 3.600 03/ 01/2035	169,554	169,401
	90,000	LOCKHEED MARTIN CORP DTD 11/ 23/15 4.500 05/ 15/2036	89,658	89,042
	100,000	LOCKHEED MARTIN CORP DTD 10/ 24/2022 5.250% 01/15/2033 CALLABLE	105,478	106,064
	50,000	LOCKHEED MARTIN CORP DTD 10/ 24/2022 5.700% 11/15/2054 CALLABLE	49,590	56,250
	20,000	LOCKHEED MARTIN CORP DTD 10/ 24/2022 5.900% 11/15/2063 CALLABLE	19,828	23,354
	600,000	LOEWS CORP DTD 05/ 08/20 3.200 05/ 15/2030	650,448	547,842
	50,000	LOUISVILLE GAS & ELEC DTD 04/ 01/19 4.250 04/ 01/2049	64,007	42,288
	690,000	MAGELLAN MIDSTREAM PARTN DTD 05/ 20/20 3.250 06/ 01/2030	742,578	624,574
	495,000	MANUF & TRADERS TRUST CO DTD 08/ 17/17 3.400 08/ 17/2027	559,459	457,984
	550,000	MARSH & MCLENNAN COS INC DTD 01/ 15/19 4.375 03/ 15/2029	665,803	547,267
	200,000	MARSH & MCLENNAN COS INC DTD 01/ 15/19 4.750 03/ 15/2039	261,638	194,412
	600,000	MARSH & MCLENNAN COS INC DTD 05/ 07/20 2.250 11/ 15/2030	607,506	516,456
	25,000	MASS INSTITUTE OF TECH DTD 05/ 18/11 5.600 07/ 01/2111	46,385	28,619
	130,000	MASTERCARD INC DTD 05/ 31/19 2.950 06/ 01/2029	141,846	122,364
	45,000	MASTERCARD INC DTD 03/ 26/20 3.300 03/ 26/2027	48,617	43,637
	75,000	MEDTRONIC INC DTD 03/ 15/15 4.375 03/ 15/2035	74,312	73,193
	295,000	MERCK & CO INC DTD 03/ 07/19 3.400 03/ 07/2029	282,752	283,383
	270,000	MERRILL LYNCH & CO DTD 01/ 29/07 6.11 01/29/2037	281,996	287,871
	405,000	MERRILL LYNCH & CO DTD 05/ 14/08 7.750 05/ 14/2038	480,140	492,565
	435,000	METLIFE INC DTD 06/ 03/04 6.375 06/ 15/2034	483,202	488,492
	295,000	METLIFE INC DTD 06/ 23/05 5.700 06/ 15/2035	311,325	317,087
	70,000	METLIFE INC DTD 01/ 06/2023 5.250% 01/15/2054 CALLABLE	72,580	71,873
	550,000	MICROSOFT CORP DTD 02/ 12/15 3.500 02/ 12/2035	521,070	521,059
	42,000	MICROSOFT CORP DTD 02/ 12/15 4.000 02/ 12/2055	38,475	37,644
	80,000	MICROSOFT CORP DTD 08/ 08/16 2.400 08/ 08/2026	83,365	76,231
	25,000	MICROSOFT CORP DTD 08/ 08/16 3.450 08/ 08/2036	24,030	22,994
	45,000	MICROSOFT CORP DTD 06/ 01/20 2.525 06/ 01/2050	44,362	30,720
	130,000	MICROSOFT CORP DTD 03/ 17/21 2.921 03/ 17/2052	138,159	95,945
	105,000	MID- AMERICA APARTMENTS DTD 08/ 19/21 1.100 09/ 15/2026	101,823	95,214
	275,000	MIDAMERICAN ENERGY CO DTD 10/ 15/15 4.250 05/ 01/2046	237,914	239,060
	115,000	MIDAMERICAN ENERGY CO DTD 10/ 15/19 3.150 04/ 15/2050	122,690	81,959
	325,000	MIDAMERICAN ENERGY HLDGS DTD 10/ 01/06 6.125 04/ 01/2036	354,214	352,183
	20,000	MORGAN STANLEY DTD 07/ 24/17 07/ 22/2038	16,446	17,503
	650,000	MORGAN STANLEY DTD 01/ 23/18 01/ 24/2029	746,811	619,892
	295,000	MORGAN STANLEY DTD 04/ 24/18 04/ 22/2039	267,925	272,937
	470,000	MORGAN STANLEY DTD 01/ 23/19 01/ 23/2030	552,206	457,771
	200,000	MORGAN STANLEY DTD 03/ 31/20 04/ 01/2031	222,876	184,246

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(a)	Par Value, Shares, or Units	(b)(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
*		Principal Bank		
	210,000	MORGAN STANLEY DTD 12/ 10/20 12/ 10/2026	187,373	193,204
	120,000	MORGAN STANLEY DTD 01/ 27/15 4.300 01/ 27/2045	147,893	108,206
	470,000	MORGAN STANLEY DTD 04/ 20/2022 VAR CPN 04/ 20/2037 CALLABLE	438,839	457,357
	30,000	MORGAN STANLEY DTD 01/ 19/2023 VAR CPN 01/ 19/2038 CALLABLE	30,000	30,339
	80,000	MORGAN STANLEY DTD 07/ 24/12 6.375 07/ 24/2042	126,997	92,418
	30,000	MORGAN STANLEY DTD 04/ 22/21 04/ 22/2042	31,503	23,075
	205,000	MT SINAI HOSPITAL DTD 11/ 21/19 3.737 07/ 01/2049	147,368	155,429
	305,000	NATIONAL RETAIL PROP INC DTD 09/ 27/18 4.300 10/ 15/2028	286,917	295,932
	90,000	NATIONAL RURAL UTIL DTD 02/ 09/2023 4.450% 03/13/2026 CALLABLE	89,936	89,864
	585,000	NATIONAL RURAL UTIL COOP DTD 04/ 25/17 3.050 04/ 25/2027	654,615	555,838
	180,000	NATIONAL RURAL UTIL COOP DTD 10/ 31/18 3.900 11/ 01/2028	172,872	174,645
	600,000	NATIONAL RURAL UTIL COOP DTD 01/ 31/19 3.700 03/ 15/2029	673,476	569,448
		NATIONAL RURAL UTIL COOP MED TERM NOTE DTD 02/ 08/21		
	470,000	1.650 06/ 15/2031	445,706	374,374
		NEXTERA ENERGY CAP HLDGS INC DTD 02/ 21/2020 6.051% 03/01/2025		
	730,000	NON CALLABLE	731,825	736,847
	45,000	NORFOLK SOUTHERN CORP DTD 05/ 01/18 3.942 11/ 01/2047	34,136	37,537
	220,000	NORTHERN STATES PWR- MINN DTD 09/ 13/17 3.600 09/ 15/2047	173,727	172,841
	190,000	NORTHROP GRUMMAN CORP DTD 10/ 13/17 2.930 01/ 15/2025	198,342	185,645
	5,000	NORTHROP GRUMMAN CORP DTD 03/ 23/20 5.150 05/ 01/2040	6,505	5,066
	30,000	NORTHWESTERN UNIVERSITY DTD 10/ 12/17 3.662 12/ 01/2057	37,665	24,086
	600,000	NSTAR ELECTRIC CO DTD 03/ 26/20 3.950 04/ 01/2030	691,098	572,256
	600,000	OHIO POWER COMPANY DTD 03/ 17/20 2.600 04/ 01/2030	626,766	525,426
	90,000	OKLAHOMA GAS & ELECTRIC DTD 04/ 16/98 6.500 04/ 15/2028	113,895	95,141
	85,000	ONCOR ELECTRIC DELIVERY DTD 10/ 01/15 3.750 04/ 01/2045	98,682	70,453
	603,000	ONCOR ELECTRIC DELIVERY DTD 11/ 30/18 5.750 03/ 15/2029	789,240	636,430
	30,000	ONCOR ELECTRIC DELIVERY DTD 03/ 20/20 3.700 05/ 15/2050	35,193	24,241
	30,000	ONCOR ELECTRIC DELIVERY DTD 09/ 08/2022 4.950% 09/15/2052 CALLABLE	29,860	29,495
	380,000	ONEOK INC DTD 03/ 13/19 4.350 03/ 15/2029	431,498	369,288
	5,000	ORACLE CORP DTD 05/ 05/15 4.125 05/ 15/2045	5,463	4,079
	310,000	ORACLE CORP DTD 11/ 09/17 3.800 11/ 15/2037	246,720	263,432
	105,000	ORACLE CORP DTD 11/ 09/17 4.000 11/ 15/2047	75,621	83,168
	5,000	ORACLE CORP DTD 04/ 01/20 3.600 04/ 01/2050	3,627	3,704
	610,000	ORACLE CORP DTD 03/ 24/21 3.650 03/ 25/2041	453,700	483,797
	690,000	ORACLE CORP DTD 03/ 24/21 2.875 03/ 25/2031	715,723	611,237
	770,000	PEACEHEALTH OBLIGATED GR DTD 10/ 08/20 3.218 11/ 15/2050	804,343	503,087
	235,000	PEPSICO INC DTD 01/ 14/10 5.500 01/ 15/2040	254,620	253,732
	95,000	PEPSICO INC DTD 07/ 18/2022 3.900% 07/18/2032 CALLABLE	92,664	92,927
	222,000	PEPSICO INC DTD 02/ 15/2023 4.450% 02/15/2033 CALLABLE	226,003	227,321
	140,000	PERKINELMER INC DTD 09/ 10/21 0.850 09/ 15/2024	137,977	135,150
	400,000	PFIZER INC DTD 03/ 24/09 7.200 03/ 15/2039	682,340	496,908
	65,000	PFIZER INC DTD 09/ 15/15 5.600 09/ 15/2040	69,796	68,565
	125,000	PFIZER INC DTD 11/ 21/16 4.000 12/ 15/2036	118,344	117,975
	35,000	PG&E ENERGY RECOVERY FND DTD 11/ 12/21 2.280 01/ 15/2036	29,022	27,178
		PG&E RECOVERY FND LLC DTD 11/ 30/2022 5.256% 01/15/2038		
	195,000	NON CALLABLE	194,997	197,800
		PG&E WILDFIRE RECOVERY DTD 05/ 10/2022 4.451% 12/01/2049		
	466,000	NON CALLABLE	439,852	420,784
		PG&E WILDFIRE RECOVERY DTD 07/ 20/2022 5.212% 12/01/2049		
	400,000	NON CALLABLE	393,416	400,744
		PG&E WILDFIRE RECOVERY LLC DTD 07/ 20/2022 4.022% 06/01/2033		
	137,845	NON CALLABLE	137,841	133,543
	130,000	PHILIP MORRIS INTL INC DTD 03/ 04/13 4.125 03/ 04/2043	99,965	109,886
	260,000	PHILIP MORRIS INTL INC DTD 11/ 10/14 4.250 11/ 10/2044	323,586	222,950
	370,000	PHILIP MORRIS INTL INC DTD 05/ 01/19 3.375 08/ 15/2029	423,128	346,960

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

EIN: 13-3757370

Plan Number: 002

Schedule H, Line 4i - Schedule of Assets Held as of End of Year

December 31, 2023

(a)	Par Value, Shares, or Units	(b)(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
*		Principal Bank		
	190,000	PHILIP MORRIS INTL INC DTD 05/ 01/20 2.100 05/ 01/2030	194,653	162,984
	600,000	PHILIP MORRIS INTL INC DTD 11/ 02/20 1.750 11/ 01/2030	579,216	494,538
	160,000	PHILIP MORRIS INTL INC DTD 11/ 17/2022 5.625% 11/17/2029 CALLABLE	159,862	167,778
	535,000	PIEDMONT NATURAL GAS CO DTD 05/ 24/19 3.500 06/ 01/2029	614,940	498,850
	615,000	PNC BANK NA DTD 07/ 26/18 4.050 07/ 26/2028	725,276	592,596
	283,000	PNC BANK NA DTD 10/ 22/19 2.700 10/ 22/2029	298,423	248,072
	275,000	PNC FINANCIAL SERVICES DTD 07/ 23/19 2.600 07/ 23/2026	287,628	260,403
	600,000	PNC FINANCIAL SERVICES DTD 04/ 23/21 04/ 23/2032	611,940	501,834
	105,000	PPG INDUSTRIES INC DTD 03/ 04/21 1.200 03/ 15/2026	102,702	97,054
	65,000	PPL ELECTRIC UTILITIES DTD 05/ 11/17 3.950 06/ 01/2047	54,967	54,934
	565,000	PRINCETON UNIVERSITY DTD 06/ 15/20 2.516 07/ 01/2050	357,334	384,070
	60,000	PROCTER & GAMBLE CO DTD 03/ 05/07 5.550 03/ 05/2037	67,716	67,163
	205,000	PROCTER & GAMBLE CO DTD 01/ 26/2023 4.050% 01/26/2033 CALLABLE	205,699	205,310
	380,000	PROCTER & GAMBLE CO/ THE DTD 08/ 10/04 5.800 08/ 15/2034	428,496	441,754
	140,000	PROGRESS ENERGY CAROLINA DTD 05/ 18/12 4.100 05/ 15/2042	162,606	120,693
	175,000	PROLOGIS LP DTD 06/ 20/18 3.875 09/ 15/2028	199,883	168,943
	599,000	PROLOGIS LP DTD 02/ 01/20 4.375 02/ 01/2029	712,030	588,817
	155,000	PROLOGIS LP DTD 02/ 18/20 2.250 04/ 15/2030	158,009	135,498
	295,000	PROLOGIS LP DTD 06/ 15/2022 3.375% 12/15/2027 CALLABLE	279,940	281,634
	545,000	PROV ST JOSEPH HLTH OBL DTD 10/ 01/19 2.532 10/ 01/2029	578,512	476,913
	175,000	PRUDENTIAL FINANCIAL INC DTD 08/ 17/2022 VAR CPN 09/ 01/2052 CALLABLE	163,336	174,160
	65,000	PUB SVC ELEC & GAS MED TERM NOTE DTD 09/ 13/12 3.650 09/ 01/2042	53,760	54,139
	50,000	PUBLIC SERVICE COLORADO DTD 08/ 13/19 3.200 03/ 01/2050	53,589	35,776
	100,000	PUBLIC SERVICE ELECTRIC MED TERM NOTE DTD 03/ 03/16 3.800 03/ 01/2046	81,006	82,687
	350,000	PUBLIC SERVICE ELECTRIC MED TERM NOTE DTD 09/ 07/18 3.650 09/ 01/2028	407,393	337,397
	540,000	PUBLIC STORAGE DTD 04/ 12/19 3.385 05/ 01/2029	612,023	515,090
	600,000	PUBLIC STORAGE DTD 04/ 23/21 1.850 05/ 01/2028	602,712	538,740
		PUBLIC SVC CO NEW HAMPSHIRE DTD 01/ 11/2023 5.150% 01/15/2053		
	145,000	CALLABLE	144,013	146,769
	120,000	PUGET ENERGY INC DTD 06/ 14/21 2.379 06/ 15/2028	118,679	107,258
	30,000	QUALCOMM INC DTD 05/ 26/17 3.250 05/ 20/2027	28,943	29,040
	55,000	QUALCOMM INC DTD 11/ 20/20 1.650 05/ 20/2032	45,162	44,859
	90,000	QUALCOMM INC DTD 11/ 09/2022 5.400% 05/20/2033	96,704	97,168
	80,000	RABOBANK DTD 08/ 04/15 5.250 08/ 04/2045	71,335	79,567
	135,000	RABOBANK NEDERLAND DTD 11/ 29/13 5.750 12/ 01/2043	137,267	139,078
	125,000	REGAL REXNORD CORP DTD 01/ 24/2023 6.050% 02/15/2026 NON CALLABLE	124,824	126,381
	490,000	REPUBLIC OF CHILE DTD 05/ 07/21 3.100 05/ 07/2041	487,550	372,527
	103,000	REYNOLDS AMERICAN INC DTD 06/ 12/15 4.450 06/ 12/2025	111,180	101,797
	110,000	RICE UNIVERSITY DTD 04/ 22/15 3.774 05/ 15/2055	95,387	90,747
	350,000	ROYAL BANK OF CANADA DTD 01/ 27/16 4.650 01/ 27/2026	413,049	347,036
	65,000	ROYAL BANK OF CANADA DTD 10/ 29/21 2.300 11/ 03/2031	65,414	54,790
	140,000	RTX CORPORATION DTD 08/ 16/2018 3.950% 08/16/2025 CALLABLE	151,470	137,967
	255,000	S&P GLOBAL INC DTD 09/ 01/2022 2.900% 03/01/2032 CALLABLE	251,828	227,608
	590,000	SABINE PASS LIQUEFACTION SER WI DTD 12/ 31/16 5.875 06/ 30/2026	590,089	600,620
	140,000	SANTANDER HOLDINGS USA DTD 06/ 12/2023 VAR CPN 06/ 12/2029 CALLABLE	140,000	144,386
	955,000	SANTANDER HOLDINGS USA DTD 11/ 09/2023 VAR CPN 11/ 09/2031 CALLABLE	955,000	1,033,406
	1,000,000	SCHWAB CHARLES CORP DTD 08/ 24/2023 5.875% 08/24/2026 CALLABLE	999,160	1,025,650
	1,030,000	SHELL INTERNATIONAL FIN DTD 12/ 11/08 6.375 12/ 15/2038	1,560,826	1,184,346
	600,000	SHELL INTERNATIONAL FIN DTD 05/ 11/15 4.125 05/ 11/2035	712,950	571,380
	15,000	SHELL INTERNATIONAL FIN DTD 11/ 26/21 3.000 11/ 26/2051	14,398	10,683
		SIGECO SECURITIZATION I LLC DTD 06/ 29/2023 5.026% 11/15/2038		
	425,000	NON CALLABLE	424,980	428,009
	1,900,000	SIMON PROPERTY GROUP INC DTD 08/ 18/21 2.250 01/ 15/2032	1,889,094	1,578,178
	5,000	SIMON PROPERTY GROUP LP DTD 11/ 23/16 4.250 11/ 30/2046	5,969	4,203
	380,000	SIMON PROPERTY GROUP LP DTD 06/ 01/17 3.375 06/ 15/2027	420,128	364,055

LABORATORY CORPORATION OF AMERICA HOLDINGS
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EIN: 13-3757370

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Schedule H, Line 4i - Schedule of Assets Held as of End of Year

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(a)	Par Value, Shares, or Units	(b)(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
*		Principal Bank		
	10,000	SOUTHERN CALIF GAS CO DTD 09/ 24/18 4.300 01/ 15/2049	12,685	8,479
	790,000	SOUTHERN CO GAS CAPITAL DTD 08/ 21/20 1.750 01/ 15/2031	750,682	645,951
	510,000	SOUTHERN COPPER CORP DTD 04/ 23/15 5.875 04/ 23/2045	697,848	520,526
	365,000	STANFORD HEALTH CARE DTD 04/ 01/20 3.310 08/ 15/2030	414,355	336,994
	270,000	STATE OF ISRAEL DTD 01/ 15/20 3.375 01/ 15/2050	190,350	191,363
	600,000	STATE OF ISRAEL DTD 01/ 31/13 4.500 01/ 30/2043	749,250	529,038
	1,100,000	STATE STREET CORP DTD 11/ 01/19 11/ 01/2034	1,193,616	983,279
	420,000	STATE STREET CORP DTD 03/ 03/21 2.200 03/ 03/2031	422,482	349,566
	320,000	STATOIL ASA DTD 08/ 17/10 5.100 08/ 17/2040	326,019	327,958
	20,000	SUN COMMUNITIES OPER LP DTD 10/ 05/21 2.300 11/ 01/2028	19,873	17,493
	215,000	SUNTRUST BANK DTD 03/ 18/19 3.200 04/ 01/2024	225,229	213,583
	790,000	SUTTER HEALTH DTD 10/ 29/20 2.294 08/ 15/2030	805,616	677,117
	709,000	SUTTER HEALTH DTD 10/ 29/20 3.161 08/ 15/2040	743,618	556,572
	180,000	T-MOBILE USA INC DTD 04/ 15/21 3.500 04/ 15/2025	190,413	176,195
	230,000	T-MOBILE USA INC DTD 02/ 09/2023 5.050% 07/15/2033 CALLABLE	219,464	231,789
	600,000	TAMPA ELECTRIC CO DTD 03/ 18/21 2.400 03/ 15/2031	612,066	505,986
	100,000	TARGET CORP DTD 01/ 24/2023 4.400% 01/15/2033 CALLABLE	98,247	100,974
		TEXAS ELECTRIC MKT STABL DTD 06/ 15/2022 4.966% 02/01/2042		
	125,000	NON CALLABLE	124,988	123,010
	435,000	THERMO FISHER SCIENTIFIC DTD 10/ 22/21 1.215 10/ 18/2024	433,837	421,145
	50,000	TIME WARNER CABLE INC DTD 10/ 30/07 6.550 05/ 01/2037	66,625	49,264
	20,000	TIME WARNER CABLE INC DTD 06/ 19/08 7.300 07/ 01/2038	28,535	20,624
	20,000	TIME WARNER CABLE INC DTD 11/ 15/10 5.875 11/ 15/2040	25,061	18,104
	600,000	TJX COS INC DTD 04/ 01/20 3.875 04/ 15/2030	687,552	579,852
	593,000	TORONTO- DOMINION BANK DTD 09/ 15/16 09/ 15/2031	672,161	568,924
	590,000	TRANS- CANADA PIPELINES DTD 02/ 28/14 4.625 03/ 01/2034	698,920	558,565
	350,000	TRANSCONT GAS PIPE LINE DTD 08/ 01/16 7.850 02/ 01/2026	413,350	366,489
	160,000	TRAVELERS COS INC DTD 11/ 01/10 5.350 11/ 01/2040	165,960	166,680
	270,000	TRINITY HEALTH CORP DTD 12/ 18/19 3.434 12/ 01/2048	294,538	211,766
	100,000	TRUIST BANK DTD 03/ 09/20 2.250 03/ 11/2030	102,728	82,883
		TRUIST FINANCIAL CORP MEDIUM TERM NOTE DTD 07/ 28/2022 VAR		
	335,000	CPN 07/ 28/2026	323,382	328,045
		TRUIST FINANCIAL CORP MEDIUM TERM NOTE DTD 10/ 28/2022		
	265,000	VAR CPN 10/ 28/2033 CALLABLE	273,605	275,075
		TRUIST FINANCIAL CORP MEDIUM TERM NOTE DTD 01/ 26/2023		
	145,000	VAR CPN 01/ 26/2029 CALLABLE	145,000	142,850
		TRUIST FINANCIAL CORP MEDIUM TERM NOTE DTD 01/ 26/2023		
	30,000	VAR CPN 01/ 26/2034 CALLABLE	30,000	29,049
	20,000	TYSON FOODS INC DTD 09/ 28/18 5.100 09/ 28/2048	16,766	18,137
	65,000	UDR INC DTD 12/ 13/17 3.500 01/ 15/2028	60,622	61,183
	55,000	UNION ELECTRIC CO DTD 04/ 06/18 4.000 04/ 01/2048	66,273	45,245
	600,000	UNION ELECTRIC CO DTD 03/ 20/20 2.950 03/ 15/2030	644,118	541,704
	185,000	UNION PACIFIC CORP DTD 01/ 29/15 3.875 02/ 01/2055	149,175	150,979
	20,000	UNION PACIFIC CORP MED TERM NOTE DTD 08/ 05/19 3.550 08/ 15/2039	20,165	17,145
	20,000	UNION PACIFIC CORP DTD 02/ 14/22 3.375 02/ 14/2042	19,974	16,328
	45,000	UNION PACIFIC CORP DTD 02/ 14/22 3.500 02/ 14/2053	44,898	35,638
	210,000	UNITED AIRLINES DTD 06/ 20/2023 5.800% 01/15/2036 NON CALLABLE	210,000	212,306
	215,000	UNITED HEALTHCARE GROUP DTD 03/ 02/06 5.800 03/ 15/2036	233,503	234,896
	30,000	UNITED TECHNOLOGIES CORP DTD 08/ 16/18 4.450 11/ 16/2038	36,345	27,588
	645,000	UNITEDHEALTH GROUP INC DTD 07/ 23/15 4.625 07/ 15/2035	810,307	648,186
	480,000	UNITEDHEALTH GROUP INC DTD 03/ 13/17 3.375 04/ 15/2027	542,299	464,789
	5,000	UNITEDHEALTH GROUP INC DTD 06/ 19/18 4.250 06/ 15/2048	6,213	4,467
	55,000	UNITEDHEALTH GROUP INC DTD 12/ 17/18 3.700 12/ 15/2025	59,864	54,111
	255,000	UNITEDHEALTH GROUP INC DTD 10/ 28/2022 5.350% 02/15/2033 CALLABLE	268,622	269,765
	40,000	UNITEDHEALTH GROUP INC DTD 10/ 28/2022 5.875% 02/15/2053 CALLABLE	40,031	45,303

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

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Schedule H, Line 4i - Schedule of Assets Held as of End of Year

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(a)	Par Value, Shares, or Units	(b)(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
*		Principal Bank		
	15,000	UNIV OF NOTRE DAME DTD 12/ 14/17 3.394 02/ 15/2048	17,924	12,112
	250,000	UNIV OF SOUTHERN CALIFOR DTD 08/ 22/16 3.028 10/ 01/2039	266,150	206,113
	570,000	UNIV OF SOUTHERN CALIFOR DTD 04/ 18/17 3.841 10/ 01/2047	701,902	487,937
	520,000	US BANCORP DTD 07/ 29/19 3.000 07/ 30/2029	578,427	470,605
	120,000	US BANCORP DTD 11/ 03/21 11/ 03/2036	119,633	93,064
	680,000	US BANCORP DTD 02/ 01/2023 VAR CPN 02/ 01/2034 CALLABLE	640,790	651,331
	70,000	VERIZON COMMUNICATIONS DTD 11/ 20/20 2.650 11/ 20/2040	45,042	50,436
	5,000	VERIZON COMMUNICATIONS DTD 04/ 30/21 2.987 10/ 30/2056	4,798	3,319
	35,000	VERIZON COMMUNICATIONS DTD 03/ 15/2022 2.355% 03/15/2032 CALLABLE	27,102	29,112
	80,000	VICI PROPERTIES LP DTD 04/ 29/2022 4.375% 05/15/2025 NON CALLABLE	79,964	78,619
	90,000	VIRGINIA ELEC & POWER CO DTD 11/ 06/08 8.875 11/ 15/2038	124,137	122,671
	420,000	VISA INC DTD 12/ 14/15 4.150 12/ 14/2035	440,928	411,680
	495,000	WAL- MART STORES DTD 08/ 31/05 5.250 09/ 01/2035	533,927	540,797
	165,000	WAL- MART STORES INC DTD 04/ 01/10 5.625 04/ 01/2040	181,569	183,049
	790,000	WALT DISNEY COMPANY/ THE DTD 08/ 15/19 6.150 02/ 15/2041	1,187,907	886,119
	650,000	WALT DISNEY COMPANY/ THE DTD 06/ 01/19 7.750 12/ 01/2045	1,179,549	867,484
	70,000	WELLS FARGO & COMPANY DTD 10/ 28/13 5.375 11/ 02/2043	93,692	68,159
	170,000	WELLS FARGO & COMPANY DTD 11/ 04/14 4.650 11/ 04/2044	207,043	149,262
	600,000	WELLS FARGO & COMPANY MED TERM NOTE DTD 07/ 22/15 4.300 07/ 22/2027	683,388	587,250
	85,000	WELLS FARGO & COMPANY DTD 11/ 17/15 4.900 11/ 17/2045	70,506	77,256
	75,000	WELLS FARGO & COMPANY MED TERM NOTE DTD 12/ 08/16 4.750 12/ 07/2046	67,067	66,053
	435,000	WELLS FARGO & COMPANY DTD 02/ 04/14 5.606 01/ 15/2044	607,173	433,012
	160,000	WELLS FARGO & COMPANY MED TERM NOTE DTD 06/ 17/19 06/ 17/2027	168,842	152,954
	380,000	WELLS FARGO & COMPANY DTD 03/ 30/20 04/ 04/2051	525,924	361,452
		WELLS FARGO & COMPANY MEDIUM TERM NOTE DTD 06/ 02/2020		
	240,000	VAR CPN 06/ 02/2028 CALLABLE	243,118	219,823
		WELLS FARGO & COMPANY MEDIUM TERM NOTE DTD 03/ 02/2022		
	50,000	VAR CPN 03/ 02/2033 CALLABLE	44,464	43,671
		WELLS FARGO & COMPANY MEDIUM TERM NOTE DTD 07/ 25/2022		
	45,000	VAR CPN 07/ 25/2033 CALLABLE	43,477	43,838
	15,000	WESTLAKE CHEMICAL CORP DTD 08/ 19/21 2.875 08/ 15/2041	9,433	10,517
	355,000	WYETH DTD 12/ 16/03 6.500 02/ 01/2034	404,725	400,213
	55,000	WYETH DTD 03/ 27/07 5.950 04/ 01/2037	61,270	60,515
	133,895	CLECO SECURITIZATION I DTD 06/ 22/2022 4.016% 03/01/2033 NON CALLABLE	133,880	129,681
	138,123	JOHN SEVIER COMB CYCLE DTD 01/ 17/12 4.626 01/ 15/2042	124,025	130,249
	609,241	PG&E ENERGY RECOVERY FND DTD 11/ 12/21 1.460 07/ 15/2031	536,345	540,110
		TEXAS ELECTRIC MKT STABL DTD 06/ 15/2022 4.265% 08/01/2036		
	470,390	NON CALLABLE	461,086	456,307
	50,887	UNITED AIR 2019-1 AA PTT DTD 02/ 11/19 4.150 08/ 25/2031	55,507	46,897
		AERCAP IRELAND CAPITAL LIMITED DTD 06/ 06/2023 5.750% 06/06/2028		
	150,000	CALLABLE	148,546	153,516
		BANK GOSPODARSTWA KRAJOWEGO DTD 10/ 31/2023 6.250% 10/31/2028		
	255,000	NON CALLABLE	254,515	269,025
		BANK OF NOVA SCOTIA CONVERTIBLE DTD 04/ 12/2022 VAR CPN 05/ 04/2037		
	130,000	CALLABLE	114,260	116,281
	520,000	BNP PARIBAS DTD 12/ 05/2023 VAR CPN 12/ 05/2034 CALLABLE	520,000	544,856
	135,000	BNP PARIBAS DTD 01/ 13/2023 VAR CPN 01/ 13/2029 CALLABLE	135,000	135,946
		BPCE SA MEDIUM TERM NOTE DTD 12/ 02/2016 3.375% 12/02/2026		
	750,000	NON CALLABLE	699,045	722,700
		CANADIAN IMPERIAL BANK CONVERTIBLE DTD 10/ 03/2023 5.986%		
	440,000	10/03/2028 CALLABLE	440,000	460,249
		CREDIT AGRICOLE SA MEDIUM TERM NOTE CONVERTIBLE DTD		
	350,000	07/ 05/2023 5.514% 7/5/2033	350,000	362,786
		EXPORT- IMPORT BANK KOREA DTD 02/ 12/2020 1.875% 02/12/2025		
	485,000	NON CALLABLE	477,167	469,495

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

EIN: 13-3757370

Plan Number: 002

Schedule H, Line 4i - Schedule of Assets Held as of End of Year

December 31, 2023

(a)	Par Value, Shares, or Units	(b)(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
*		Principal Bank		
	280,000	HSBC HOLDINGS PLC DTD 08/ 11/2022 VAR CPN 08/ 11/2033 CALLABLE	271,345	281,212
	170,000	INC GROEP NV CONVERTIBLE DTD 03/ 28/2022 VAR CPN 03/ 28/2026 CALLABLE	170,000	166,610
	140,000	INTESA SANPAOLO SPA DTD 11/ 21/2022 7.000% 11/21/2025 NON CALLABLE	139,717	143,416
	150,000	KOREA DEV BANK DTD 02/ 15/2023 4.375% 02/15/2033 NON CALLABLE	150,075	146,976
	215,000	LLOYDS BANKING GROUP DTD 08/ 11/2022 VAR CPN 08/ 11/2026 CALLABLE	215,000	212,143
	65,000	LLOYDS BANKING GROUP DTD 08/ 11/2022 VAR CPN 08/ 11/2033 CALLABLE	65,000	63,304
		MACQUARIE GROUP LTD MEDIUM TERM NOTE DTD 11/ 22/2022 6.207%		
	225,000	11/22/2024 NON CALLABLE	225,000	226,325
	860,000	MIZUHO FINANCIAL GROUP DTD 07/ 06/2023 VAR CPN 07/ 06/2034 CALLABLE	860,000	889,730
	645,000	NATL BANK OF CANADA DTD 12/ 18/2023 5.600% 12/18/2028 CALLABLE	644,471	661,235
		NATWEST GROUP PLC CONVERTIBLE DTD 11/ 10/2022 VAR CPN		
	140,000	11/ 10/2026 CALLABLE	140,000	144,875
		ROYAL BANK OF CANADA MEDIUM TERM NOTE CONVERTIBLE DTD 01/ 12/2023		
	185,000	5.000% 02/01/2033 NON CALLABLE	184,694	188,127
	285,000	SUMITOMO MITSUI DTD 01/ 13/2023 5.766% 01/13/2033 NON CALLABLE	293,390	301,165
		TORONTO DOMINION BANK MEDIUM TERM NOTE CONVERTIBLE DTD		
	695,000	07/ 17/2023 5.532% 07/17/2026 NON CALLABLE	693,491	708,205
		TORONTO- DOMINION BANK MEDIUM TERM NOTE CONVERTIBLE DTD		
	205,000	06/ 08/2022 4.456% 06/08/2032 NON CALLABLE	194,848	199,188
	90,000	UBS GROUP AG DTD 05/ 12/2022 VAR CPN 05/ 12/2026 CALLABLE	90,000	88,631
	360,000	UBS GROUP AG DTD 08/ 05/2022 VAR CPN 08/ 05/2027 CALLABLE	360,000	354,877
		WESTPAC BKG CORP CONVERTIBLE DTD 11/ 17/2023 6.820% 11/17/2033		
	630,000	NON CALLABLE	630,000	684,073
	225,000	EXP- IMP BK KOREA DTD 06/ 29/2021 2.500% 06/29/2041 NON CALLABLE	162,106	164,907
		ONTARIO PROVINCE MEDIUM TERM NOTE DTD 01/ 21/2022 2.125%		
	400,000	01/21/2032 NON CALLABLE	346,388	342,004
	1,070,703	REPUBLIC OF CHILE DTD 07/ 05/2023 5.330% 01/05/2054 CALLABLE	1,049,054	1,064,107
	65,000	AES CORP/ THE 144A PRIV PLCMT 3.300 07/15/2025	67,873	62,603
	70,000	ALIMENTATION COUCHE- TARD 144A PRIV PLCMT 2.950 01/25/2030	72,668	62,660
	10,000	BAE SYSTEMS HOLDINGS INC 144A PRIV PLCMT 3.850 12/15/2025	10,763	9,779
	385,000	BLACKSTONE HOLDINGS FINA 144A PRIV PLCMT 2.000 01/30/2032	295,052	302,880
	80,000	BMW US CAPITAL LLC 144A PRIV PLCMT 3.900 04/09/2025	86,249	79,058
	120,000	BNP PARIBAS 144A PRIV PLCMT 06/09/ 2026	121,641	114,546
	200,000	BNP PARIBAS 144A PRIV PLCMT 01/13/ 2027	194,765	184,424
	105,000	BPCE SA 144A PRIV PLCMT 10/06/ 2026	103,728	97,719
	135,000	CREDIT AGRICOLE SA 144A PRIV PLCMT 01/26/ 2027	131,250	124,290
	195,000	GA GLOBAL FUNDING TRUST 144A PRIV PLCMT 1.000 04/08/2024	193,749	192,141
	165,000	GA GLOBAL FUNDING TRUST 144A PRIV PLCMT 1.950 09/15/2028	161,262	140,887
	25,000	GA GLOBAL FUNDING TRUST 144A PRIV PLCMT 2.250 01/06/2027	22,228	22,694
	40,000	GUARDIAN LIFE GLOB FUND 144A PRIV PLCMT 1.400 07/06/2027	39,174	35,708
	65,000	INDIANAPOLIS PWR & LIGHT 144A PRIV PLCMT 4.050 05/01/2046	77,778	53,468
	115,000	ING GROEP NV 144A PRIV PLCMT 4.625 01/06/2026	128,233	114,204
	40,000	MARS INC 144A PRIV PLCMT 3.950 04/01/2049	48,888	33,494
	165,000	MIDWEST CONNECTOR CAPIT 144A PRIV PLCMT 3.900 04/01/2024	171,487	164,055
	10,000	NESTLE HOLDINGS INC 144A PRIV PLCMT 3.500 09/24/2025	10,757	9,808
	20,000	NESTLE HOLDINGS INC 144A PRIV PLCMT 4.000 09/24/2048	24,987	17,858
	80,000	NEW YORK LIFE GLOBAL FDG 144A PRIV PLCMT 1.850 08/01/2031	77,933	64,400
	45,000	SCENTRE GROUP TRUST 1/2 144A PRIV PLCMT 3.500 02/12/2025	47,537	44,022
	1,155,000	UBS GROUP FUNDING 144A PRIV PLCMT 4.125 09/24/2025	1,115,189	1,129,578
	20,000	VOLKSWAGEN GROUP AMERICA 144A PRIV PLCMT 4.625 11/13/2025	22,113	19,764
	10,938	SPRINT SPECTRUM / SPEC I 144A PRIV PLCMT 4.738 03/20/2025	11,490	10,831
		Total corporate bonds	\$ 148,252,923	\$ 131,726,955

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

EIN: 13-3757370

Plan Number: 002

Schedule H, Line 4i - Schedule of Assets Held as of End of Year

December 31, 2023

(a)	Par Value, Shares, or Units	(b)(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
*		Principal Bank		
		Municipal bonds:		
	285,000	CALIFORNIA ST BUILD AMERICA BONDS DTD 12/ 01/10 7.600 11/ 01/2040	\$ 512,607	\$ 362,873
		LOS ANGELES CALIF UNI SCH DIST BUILD AMERICA BONDS- TAXABLE-KRY		
	350,000	DTD 10/15/09 5.750 07/ 01/2034	495,354	371,560
		LOUISIANA LOC GOVT ENVMNTL FACS POWER REVENUE DTD 03/ 29/2023		
	2,500,000	5.048% 12/01/2034 NON CALLABLE	2,500,000	2,557,225
		LOUISIANA STATE LOCAL GOVT ENVRNM POWER REVENUE DTD 05/ 19/2022		
	340,000	4.275% 02/01/2036 NON CALLABLE	340,653	330,215
		LOUISIANA STATE LOCAL GOVT ENVRNMNTL POWER REVENUE DTD		
	70,000	05/19/2022 4.475% 08/01/2039 NON CALLABLE	69,782	67,806
		OKLAHOMA DEV FIN AUTH REV POWER REVENUE DTD 07/ 20/2022 4.285%		
	82,663	02/01/2034 NON CALLABLE	82,662	81,245
		OKLAHOMA STATE DEV FIN AUTH POWER REVENUE DTD 09/ 07/2022 4.135%		
	167,759	12/01/2033 NON CALLABLE	167,759	163,928
		TEXAS NATURAL GAS SECURITIZATION UTILITIES REVENUE DTD 03/ 23/2023		
	2,395,000	5.102% 04/01/2035 NON CALLABLE	2,370,560	2,440,840
		TEXAS NATURAL GAS SECURITIZATION UTILITIES REVENUE DTD 03/ 23/2023		
	500,000	5.169% 04/01/2041 NON CALLABLE	535,620	516,695
	330,000	CMWLTH FING AUTH PA TXBL-SER A DTD 10/ 31/16 4.144 06/ 01/2038	392,852	306,184
		CURATORS OF THE UNIV OF MISSOU TXBL- REF- SYSTEM FACS REV BONDS		
	150,000	DTD 05/ 05/20 2.012 11/ 01/2027	130,773	138,329
		JOBSONIO BEVERAGE SYS OHIO REVENUE BONDS DTD 02/ 01/2023 4.433%		
	395,000	01/01/2033 NON CALLABLE	392,635	391,737
		NEW JERSEY ST TPK AUTH TPK REV BUILD AMERICA BONDS- TAXABLE-A-ISSUER		
	450,000	SUBSIDY DTD 12/ 15/10 7.102 01/ 01/2041	737,892	544,000
		NEW YORK ST URBAN DEV CORP REV TXBL-ST PERS INCOME TAX-GEN PU DTD		
	70,000	01/16/19 3.900 03/ 15/2033	80,509	65,975
		Total municipal bonds	\$ 8,809,658	\$ 8,338,612
		United States government securities:		
	255,000	UNITED STATES TREASURY BONDS DTD 05/ 15/2022 2.875% 05/15/2052	\$ 208,124	\$ 203,023
	150,000	UNITED STATES TREASURY BONDS DTD 02/ 15/2023 3.625% 02/15/2053	121,863	138,516
	130,000	UNITED STATES TREASURY BONDS DTD 11/ 15/2023 4.750% 11/15/2043	129,585	139,446
	1,550,000	UNITED STATES TREASURY NOTES DTD 11/ 15/2023 4.500% 11/15/2033	1,531,157	1,627,252
	920,000	UNITED STATES TREASURY NOTES DTD 11/ 30/2023 4.375% 11/30/2028	926,900	941,418
	385,000	UNITED STATES TREASURY NOTES DTD 12/ 15/2023 4.375% 12/15/2026	388,865	388,761
	515,000	US TREASURY BOND DTD 11/ 15/12 2.750 11/ 15/2042	437,750	416,444
	1,190,000	US TREASURY BOND DTD 02/ 16/16 2.500 02/ 15/2046	904,529	892,917
	705,000	US TREASURY BOND DTD 11/ 30/20 1.375 11/ 15/2040	471,970	467,753
	470,000	US TREASURY BOND DTD 02/ 16/21 1.875 02/ 15/2051	361,239	298,027
	535,000	US TREASURY BOND DTD 05/ 17/21 2.375 05/ 15/2051	391,762	381,771
	1,070,000	US TREASURY BOND DTD 02/ 28/22 2.375 02/ 15/2042	775,039	820,979
	165,000	US TREASURY NOTE DTD 12/ 02/19 1.500 11/ 30/2024	159,315	160,037
	700,000	US TREASURY BOND/ NOTE STRIPPED ZERO DTD 08/ 15/07 05/ 15/2034	572,334	460,656
	700,000	US TREASURY SEC STRIPPED DTD 02/ 15/06 02/ 15/2034	574,476	465,948
		Total United States government securities	\$ 7,954,908	\$ 7,802,948
		Money market fund:		
		Allspring Government Money Market Fund		
	4,584,807	Select Class - #3802	4,584,807	4,584,807
		Total investments	\$ 212,899,248	\$ 195,238,812

* Denotes party in interest

Note: Information in this schedule as reported by Principal Bank.

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

EIN: 13-3757370

Plan Number: 002

Schedule H, Line 4j - Schedule of Reportable Transactions (1)(2)

For the Year Ended December 31, 2023

(a) (b) Identity of Party and Description of Asset	(c) Purchase Price (3)(4)	(d) Selling Price or Proceeds (3)(4)	(g) Cost of Assets	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
Category (i) - Single transactions in excess of 5% of Plan assets:					
Money market fund:					
* Allspring Government Money Market Fund	\$ 21,403,000	\$ -	\$ 21,403,000	\$ 21,403,000	\$ -
* Allspring Government Money Market Fund	15,416,210	-	15,416,210	15,416,210	-
* Allspring Government Money Market Fund	-	29,581,061	29,581,061	29,581,061	-
* Allspring Government Money Market Fund	-	21,213,235	21,213,235	21,213,235	-
* Allspring Government Money Market Fund	-	12,441,586	12,450,156	12,441,586	(8,570)
Category (iii) - Series of transactions in excess of 5% of Plan assets:					
Money market fund:					
* Allspring Government Money Market Fund	\$ 141,588,593	\$ -	\$ 141,588,593	\$ 141,588,593	-
* Allspring Government Money Market Fund	-	142,064,164	142,064,164	142,064,164	-
Collective trust fund:					
* Northern Trust Collective S&P 500 Index Fund De Non Lending Tier Four Ctf	-	13,079,000	13,024,194	13,079,000	54,806
United States government securities:					
* US Treasury Notes 3.5% 2/15/23	20,594,318	-	20,594,318	20,594,318	-
* US Treasury Notes 3.5% 2/15/23	-	20,613,411	20,594,315	20,613,411	19,096

(1) This schedule presents the aggregate transactions in any security where the transactions in that security exceed 5% of Plan assets as of January 1, 2023, as certified by the Trustee.

(2) The information in this schedule has been certified as complete and accurate by the Trustee.

(3) The value of securities at the time of purchase or sale is the fair value.

(4) Brokerage commissions are included in purchase prices and deducted from sales proceeds.

* Denotes a party in interest

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2023

Number and average account balance distributed by attained age and attained years of credited service¹

Attained Age	Attained Years of Credited Service ²										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	3	0	0	0	0	0	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
35-39	36	170	4	0	0	0	0	0	0	0	210
	1,105	2,519	-	-	-	-	-	-	-	-	2,368
40-44	78	368	190	8	0	0	0	0	0	0	644
	1,551	3,527	9,769	-	-	-	-	-	-	-	5,293
45-49	61	430	394	195	7	1	0	0	0	0	1,088
	1,561	3,963	11,150	19,870	-	-	-	-	-	-	9,462
50-54	81	409	401	292	116	29	0	0	0	0	1,328
	2,083	4,532	12,078	22,467	34,752	51,254	-	-	-	-	14,265
55-59	65	393	411	250	209	151	30	0	0	0	1,509
	2,634	5,029	13,205	23,778	39,305	56,358	63,264	-	-	-	21,300
60-64	61	308	369	202	153	145	100	1	0	0	1,339
	1,798	4,883	14,036	24,119	40,772	56,966	70,094	-	-	-	24,818
65-69	25	132	162	106	57	52	39	4	0	0	577
	2,518	4,666	13,913	23,707	38,214	56,300	77,648	-	-	-	24,146
70 & over	10	69	70	45	36	22	13	3	0	0	268
	-	6,374	12,121	26,658	38,518	45,286	-	-	-	-	23,937
Total	420	2,279	2,001	1,098	578	400	182	8	0	0	6,966 ³
	1,906	4,309	12,409	22,858	38,464	55,562	71,505	-	-	-	17,064

¹ The average cash balance is not shown for any group that has less than 20 participants.

² Age and service for purposes of determining category are based on exact (not rounded) values.

³ Excludes six active participants with \$0 account balance as of the valuation date

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan

EIN / PN: 13-3757370/002

Plan Sponsor: Laboratory Corporation of America Holdings

Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month September
- Interest rate basis 3-Segment Rates

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
• First segment rate	4.75%	1.41%
• Second segment rate	5.00%	3.09%
• Third segment rate	5.74%	3.58%
• Effective interest rate	5.08%	3.01%

Conversion of prior plan annuities to lump sums

For Funding, lump sum conversion rate is equal to the 3-segment rates used to determine the Funding Target Liability.

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee enters the plan. The plan was closed to new entrants on December 31, 2009.
New or rehired employees	It was assumed there will be no new or rehired employees.
Plan-related expenses	The amount included this year for plan-related expenses is \$3,862,304. This is the amount of actual administrative expenses paid for the prior year adjusted for changes in expected PBGC variable rate premium.
Covered pay	Not applicable. The plan was frozen on December 31, 2009.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
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Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Mortality

- **Healthy**
Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021) and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021)
- **Disabled**
Alternative disabled life mortality tables as defined under Rev. Ruling 96-7.

Termination

Sample rates at which participants are assumed to leave the company by age and gender are shown below:

	Percentage assumed to leave during the year			
	Years of Service			
Attained Age	<3	3	4	5+
<25	27%	23%	17%	15%
25 - 30	23%	20%	17%	15%
30 - 35	21%	17%	15%	12%
35 - 40	18%	16%	13%	9%
40 - 45	16%	15%	13%	8%
45 - 54	15%	15%	12%	7%
55+	18%	18%	14%	10%

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
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Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Disability

Wyatt 1985 Disability Study (class 1). Sample rates at which participants are assumed to become disabled by age and gender are shown below:

Probability of becoming disabled during the year		
Age	Males	Females
25	0.00278	0.00417
30	0.00275	0.00413
35	0.00288	0.00432
40	0.00323	0.00485
45	0.00405	0.00608
50	0.00574	0.00861
55	0.00868	0.01302
60	0.01363	0.02045
64	0.01938	0.02907

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants are assumed to retire by age are shown below:

Percentage assumed to retire during the year		
Age	Percentage (Active)	Percentage (Current Terminated Vested)
55 - 58	5%	0%
59 - 61	7%	0%
62 - 64	12%	0%
65 - 69	20%	20%
70	25%	20%
71 - 74	25%	100%
75+	100%	100%

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit commencement date and form of payment:

- **Preretirement death benefit** Surviving spouses are assumed to elect an immediate lump sum distribution of half of the participant's Cash Balance account following the death of the participant. Surviving spouses are assumed to defer any prior plan annuity benefits until the participant would have reached age 65.
- **Deferred vested benefit** 75% of active participants are assumed to elect an immediate lump sum payment upon termination, and 25% are assumed to elect a deferred lump sum payment payable at age 65. Current terminated vested participants who did not elect a lump sum payment at termination are assumed to elect a deferred lump sum payment payable based on the retirement assumption for current terminated vested participants.
- **Disability benefit** Upon disability, current active participants are assumed to elect a lump sum distribution at age 65.
- **Retirement benefit** 75% of active participants are assumed to elect an immediate lump sum distribution upon retirement, and 25% are assumed to elect a deferred lump sum payment payable at age 65.

Percent married 70% of eligible participants. Used to value pre-retirement surviving spouse benefits.

Spouse age Male spouses are assumed to be 3 years older than female spouses.

Cash flow timing of benefit payments Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement and beginning of year decrements are assumed for the valuation.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
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Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during plan year plus plan-related expenses expected to be paid from plan assets during plan year.
Actuarial value of assets	<p>Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).</p> <p>The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.</p>
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with Laboratory Corporation of America and, based on that review, is not aware of any significant benefits required to be valued that were not.

Plan Name:	Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN:	13-3757370/002
Plan Sponsor:	Laboratory Corporation of America Holdings
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

Employee data was supplied by the plan sponsor on regular payroll feeds. Data on persons receiving benefits was supplied on a listing from the plan trustee. Data on other participants (terminated vested) is kept by WTW and updated each year to reflect new terminations provided by the plan sponsor or terminated vested participants who have recently commenced payment. Information on assets, contributions, and plan provisions was supplied by the plan sponsor.

Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Cash balance interest crediting rate	The plan credits interest to cash balance accounts using a fixed 4.00% rate.
Lump sum conversion rate	As required by IRC 430, lump sum benefits are valued using "annuity substitution," so that the interest rates assumed are effectively the same as described above for the discount rate.
Administrative "and investment" expenses	Plan-related expenses are estimated by determining the actual expenses paid from the trust the preceding year.

Assumptions Rationale - Significant Demographic Assumptions

Healthy and Disabled Mortality	Assumptions used for funding purposes are as prescribed by IRC §430.
Termination	Termination rates were based on an experience study conducted in 2014. The study reviewed termination rates between January 1, 2009 and January 1, 2014. Annual consideration will be given to whether any conditions have changed that would be expected to produce different results in the future.
Retirement	Retirement rates for active participants were based on an experience study conducted in 2017. Annual consideration has

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been given to whether any conditions have changed that would be expected to produce different results in the future.

Benefit commencement for deferred benefits

Deferred vested participants who did not elect the lump sum form of payment at termination are assumed to begin benefits based on the retirement decrements for current terminated vested participants. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at earlier ages is not expected to be significant.

Form of payment

The percentage of terminating/retiring active participants assumed to take lump sums is based on observed experience. Of the hundreds of active participants who separate from service each year, only a small handful choose the annuity payment form. In most prior years, less than 5 percent have chosen the annuity payment form.

Marital Assumptions

- Percent married The assumed percentage married is based on general population statistics on the marital status of individuals of retirement age.
- Spouse age The assumed age difference for spouses is based on general population statistics on the age difference for married individuals of retirement age.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law," as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
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Changes in Assumptions and Methods

Change in assumptions and methods since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated from an applicable month of September 2021 to September 2022 as required by IRC §430.
- The mortality projection scale used to calculate the funding target and target normal cost was updated from Scale MP-2020 to Scale MP-2021, as required by IRC §430.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

Plan Name	Laboratory Corporation Of America Holdings Cash Balance Retirement Plan
Plan Sponsor EIN	13-3757370
ERISA Plan #	002
Plan Year Ending	December 31, 2023

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

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
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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 LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Laboratory Corporation of America Holdings	D Employer Identification Number (EIN) 13-3757370
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 2023	
2 Assets:	
a Market value.....	2a 228,406,171
b Actuarial value	2b 251,246,788
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment	(1) Number of participants 1,787 (2) Vested Funding Target 69,356,489 (3) Total Funding Target 69,356,489
b For terminated vested participants.....	2,531 44,947,683 44,947,683
c For active participants.....	6,972 121,087,611 121,087,611
d Total	11,290 235,391,783 235,391,783
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 5.08%
6 Target normal cost	
a Present value of current plan year accruals.....	6a 0
b Expected plan-related expenses	6b 3,862,304
c Target normal cost.....	6c 3,862,304

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	Nathan Bragg 	September 17, 2024
Signature of actuary		Date
Nathan Bragg		2307999
Type or print name of actuary		Most recent enrollment number
Willis Towers Watson US LLC		704-620-6480
Firm name		Telephone number (including area code)
1120 South Tryon Street Suite 650 Charlotte NC 28203-0002		
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	29,915,340
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	29,915,340
10	Interest on line 9 using prior year's actual return of <u>-16.20</u> %	0	-4,846,285
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>5.25</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	25,069,055

Part III		Funding Percentages	
14	Funding target attainment percentage	14	96.08 %
15	Adjusted funding target attainment percentage	15	106.73 %
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	106.65 %
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)
12/26/2023	9,537	0	
09/13/2024	10,200,000	0	
		Totals ▶	18(b)
		10,209,537	18(c)
			0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
a Contributions allocated toward unpaid minimum required contributions from prior years	19a 0
b Contributions made to avoid restrictions adjusted to valuation date.	19b 9,082
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c 9,375,967
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: 5.00 %	3rd segment: 5.74 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 64
23 Mortality table(s) (see instructions)	☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	3,862,304	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	9,214,050	843,829	
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	4,706,133	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	0	4,706,133	4,706,133
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	9,375,967	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	9,375,967	
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
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SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Laboratory Corporation of America Holdings
EIN/PN	13-3757370/002
Plan Name	Laboratory Corporation of America Holdings Cash Balance Retirement Plan
Valuation Date	January 1, 2023
Enrolled Actuary	Nathan Bragg
Enrollment Number	23-07999

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 19
Discounted Employer Contributions
as of January 1, 2023

The contribution made on December 26, 2023 in the amount of \$9,537 is intended to be a corrective contribution due to plan overpayments that could not be recovered from a group of participants.

Date	Applicable Plan Year	Contribution	Interest Rate Used to Discount During Timely Contribution Period	Timely Contribution Period	Interest Rate Used to Discount During Late Contribution Period	Late Contribution Period	Interest Adjusted Contribution
December 26, 2023	2023	9,537	5.08%	0.98611	10.08%	0.00000	9,082
September 13, 2024	2023	10,200,000	5.08%	1.70000	10.08%	0.00000	9,375,967

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2023

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.05	1,000	1.000000	0.050000	2.750000
56	0.05	950	0.950000	0.047500	2.660000
57	0.05	903	0.902500	0.045125	2.572125
58	0.05	857	0.857375	0.042869	2.486388
59	0.07	815	0.814506	0.057015	3.363911
60	0.07	757	0.757491	0.053024	3.181461
61	0.07	704	0.704466	0.049313	3.008072
62	0.12	655	0.655154	0.078618	4.874344
63	0.12	577	0.576535	0.069184	4.358607
64	0.12	507	0.507351	0.060882	3.896456
65	0.20	446	0.446469	0.089294	5.804097
66	0.20	357	0.357175	0.071435	4.714712
67	0.20	286	0.285740	0.057148	3.828918
68	0.20	229	0.228592	0.045718	3.108853
69	0.20	183	0.182874	0.036575	2.523657
70	0.25	146	0.146299	0.036575	2.560232
71	0.25	110	0.109724	0.027431	1.947605
72	0.25	82	0.082293	0.020573	1.481277
73	0.25	62	0.061720	0.015430	1.126388
74	0.25	46	0.046290	0.011572	0.856363
75	1.00	35	0.034717	0.034717	2.603807

Average age at retirement 63.707272

Rounded for Schedule SB item 22

64 ==> SCHB_WARA

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
 EIN / PN: 13-3757370/002
 Plan Sponsor: Laboratory Corporation of America Holdings
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month September
- Interest rate basis 3-Segment Rates

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
• First segment rate	4.75%	1.41%
• Second segment rate	5.00%	3.09%
• Third segment rate	5.74%	3.58%
• Effective interest rate	5.08%	3.01%

Conversion of prior plan annuities to lump sums

For Funding, lump sum conversion rate is equal to the 3-segment rates used to determine the Funding Target Liability.

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee enters the plan. The plan was closed to new entrants on December 31, 2009.
New or rehired employees	It was assumed there will be no new or rehired employees.
Plan-related expenses	The amount included this year for plan-related expenses is \$3,862,304. This is the amount of actual administrative expenses paid for the prior year adjusted for changes in expected PBGC variable rate premium.
Covered pay	Not applicable. The plan was frozen on December 31, 2009.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
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Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Mortality

- **Healthy**
Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021) and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021)
- **Disabled**
Alternative disabled life mortality tables as defined under Rev. Ruling 96-7.

Termination

Sample rates at which participants are assumed to leave the company by age and gender are shown below:

	Percentage assumed to leave during the year			
	Years of Service			
Attained Age	<3	3	4	5+
<25	27%	23%	17%	15%
25 - 30	23%	20%	17%	15%
30 - 35	21%	17%	15%	12%
35 - 40	18%	16%	13%	9%
40 - 45	16%	15%	13%	8%
45 - 54	15%	15%	12%	7%
55+	18%	18%	14%	10%

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
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Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Disability

Wyatt 1985 Disability Study (class 1). Sample rates at which participants are assumed to become disabled by age and gender are shown below:

Probability of becoming disabled during the year		
Age	Males	Females
25	0.00278	0.00417
30	0.00275	0.00413
35	0.00288	0.00432
40	0.00323	0.00485
45	0.00405	0.00608
50	0.00574	0.00861
55	0.00868	0.01302
60	0.01363	0.02045
64	0.01938	0.02907

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants are assumed to retire by age are shown below:

Percentage assumed to retire during the year		
Age	Percentage (Active)	Percentage (Current Terminated Vested)
55 - 58	5%	0%
59 - 61	7%	0%
62 - 64	12%	0%
65 - 69	20%	20%
70	25%	20%
71 - 74	25%	100%
75+	100%	100%

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EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit commencement date and form of payment:

- **Preretirement death benefit** Surviving spouses are assumed to elect an immediate lump sum distribution of half of the participant's Cash Balance account following the death of the participant. Surviving spouses are assumed to defer any prior plan annuity benefits until the participant would have reached age 65.
- **Deferred vested benefit** 75% of active participants are assumed to elect an immediate lump sum payment upon termination, and 25% are assumed to elect a deferred lump sum payment payable at age 65. Current terminated vested participants who did not elect a lump sum payment at termination are assumed to elect a deferred lump sum payment payable based on the retirement assumption for current terminated vested participants.
- **Disability benefit** Upon disability, current active participants are assumed to elect a lump sum distribution at age 65.
- **Retirement benefit** 75% of active participants are assumed to elect an immediate lump sum distribution upon retirement, and 25% are assumed to elect a deferred lump sum payment payable at age 65.

Percent married 70% of eligible participants. Used to value pre-retirement surviving spouse benefits.

Spouse age Male spouses are assumed to be 3 years older than female spouses.

Cash flow timing of benefit payments Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement and beginning of year decrements are assumed for the valuation.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during plan year plus plan-related expenses expected to be paid from plan assets during plan year.
Actuarial value of assets	<p>Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).</p> <p>The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.</p>
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with Laboratory Corporation of America and, based on that review, is not aware of any significant benefits required to be valued that were not.

Plan Name:	Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN:	13-3757370/002
Plan Sponsor:	Laboratory Corporation of America Holdings
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

Employee data was supplied by the plan sponsor on regular payroll feeds. Data on persons receiving benefits was supplied on a listing from the plan trustee. Data on other participants (terminated vested) is kept by WTW and updated each year to reflect new terminations provided by the plan sponsor or terminated vested participants who have recently commenced payment. Information on assets, contributions, and plan provisions was supplied by the plan sponsor.

Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Cash balance interest crediting rate	The plan credits interest to cash balance accounts using a fixed 4.00% rate.
Lump sum conversion rate	As required by IRC 430, lump sum benefits are valued using "annuity substitution," so that the interest rates assumed are effectively the same as described above for the discount rate.
Administrative "and investment" expenses	Plan-related expenses are estimated by determining the actual expenses paid from the trust the preceding year.

Assumptions Rationale - Significant Demographic Assumptions

Healthy and Disabled Mortality	Assumptions used for funding purposes are as prescribed by IRC §430.
Termination	Termination rates were based on an experience study conducted in 2014. The study reviewed termination rates between January 1, 2009 and January 1, 2014. Annual consideration will be given to whether any conditions have changed that would be expected to produce different results in the future.
Retirement	Retirement rates for active participants were based on an experience study conducted in 2017. Annual consideration has

Plan Name:	Laboratory Corporation of America Holdings Cash Balance Retirement Plan
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Plan Sponsor:	Laboratory Corporation of America Holdings
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SCHEDULE SB ATTACHMENTS

been given to whether any conditions have changed that would be expected to produce different results in the future.

Benefit commencement for deferred benefits

Deferred vested participants who did not elect the lump sum form of payment at termination are assumed to begin benefits based on the retirement decrements for current terminated vested participants. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at earlier ages is not expected to be significant.

Form of payment

The percentage of terminating/retiring active participants assumed to take lump sums is based on observed experience. Of the hundreds of active participants who separate from service each year, only a small handful choose the annuity payment form. In most prior years, less than 5 percent have chosen the annuity payment form.

Marital Assumptions

- Percent married The assumed percentage married is based on general population statistics on the marital status of individuals of retirement age.
- Spouse age The assumed age difference for spouses is based on general population statistics on the age difference for married individuals of retirement age.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law," as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Changes in Assumptions and Methods

Change in assumptions and methods since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated from an applicable month of September 2021 to September 2022 as required by IRC §430.
- The mortality projection scale used to calculate the funding target and target normal cost was updated from Scale MP-2020 to Scale MP-2021, as required by IRC §430.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The plan was originally effective January 1, 1992, restated effective January 1, 2016 and subsequently amended by Amendment Number 1 (adopted November 2018) which provided for the automatic payments of small Cash Balance accounts (less than or equal to \$5,000) for commencement dates on and after December 1, 2018.

Definitions

Plan year	The twelve-month period ending December 31.
Covered employees	<p>All employees are eligible to participate under the plan on the Entry Date coincident with or next following the later of attaining age 21 and first anniversary of hire. For employees hired prior to January 1, 1995, Entry Date means the first day of the month. For employees hired on or after January 1, 1995, Entry Date means the first day of each January and July. "Employee" means any person on the payroll whose wages are subject to withholding for the purposes of federal income tax.</p> <p>Note: If an employee meets the age requirement, but fails to complete 1,000 hours during the first year, participation will begin on the January 1 following the plan year in which 1,000 hours are completed.</p> <p>Participation in the plan was closed to new entrants as of December 31, 2009, and participants in the plan will not accrue any additional benefits after that date.</p>
Credited service	The number of years and completed months of service from date of participation to date of termination, adjusted for certain periods of unpaid absence. Credited service stops accruing as of December 31, 2009.
Vesting service	Total service from date of hire to date of termination, less any absence in excess of 12 months that is excluded from credited service, using elapsed time.

Plan Name:	Laboratory Corporation of America Holdings Cash Balance Retirement Plan
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Plan Sponsor:	Laboratory Corporation of America Holdings
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Sample special service provisions

- a. Employees of Biomedical Reference Laboratories, Inc.
Service for the purposes of participation and vesting is measured from date of hire by BRL; Credited Service is measured from the later of January 1, 1983 or the date of employment.
- b. Former Participants in the CBL Plan as of June 30, 1983
Service for the purposes of determining participation and vesting is measured from the same date that such service commenced under the CBL Plan. Credited Service is measured from July 1, 1983.
- c. Former Participants in the RCL Plan as of December 31, 1983
Service for the purposes of determining participation and vesting shall take into account all service with Roche Clinical Laboratories, Inc. Credited Service is measured from the same date that such service commenced under the RCL Plan.
- d. Employees in the Roche Clinical Laboratories Division as of December 31, 1983 and other than those described in (c)
Service for the purposes of determining participation and vesting shall take into account all service with Roche Clinical Laboratories, Inc. Credited Service is measured from January 1, 1984.
- e. Former Participants in the Medlabs Plan as of February 28, 1989
Service for the purposes of determining participation and vesting shall take into account all service with Medical Laboratory Associates, Inc. and Affiliated Companies. Credited Service is measured from July 1, 1988.
- f. Former Employees of Allied Clinical Laboratories
Service for the purposes of participation and vesting service is measured from the later of June 23, 1994 or date of hire with date of participation not earlier than January 1, 1996. Credited service is measured from the later of January 1, 1996 or date of participation.
- g. Former Employees of Med Express
Service for the purposes of participation and vesting is measured from the later of July 14, 1995 or date of hire. Credited Service is measured from date of participation.
- h. Former Employees of Nyack Hospital Laboratories
Service for purposes of participation and vesting is measured from date of hire with date of participation not earlier than May 1, 1995. Credited Service is measured from the later of May 1, 1995 or date of participation.

Plan Name:	Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN:	13-3757370/002
Plan Sponsor:	Laboratory Corporation of America Holdings
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Sample special service provisions (continued)

- i. Former Eligible Employees of Dynacare Laboratories
Service for purposes of participation and vesting is measured from the later of July 25, 2002 or date of hire. Credited service is measured from the later of January 1, 2004 or date of participation.
- j. Former Employees of Path Lab
Service for purposes of participation and vesting is measured from the later of May 1, 2001 or date of hire. Credited service is measured from the later of July 1, 2002 or date of participation.
- k. Former Employees of Dianon Systems
Service for purposes of participation and vesting is measured from the later of January 17, 2003 or date of hire. Credited service is measured from the later of July 1, 2004 or date of participation.

Final average compensation The monthly average of the 5 consecutive calendar years' compensation out of the last 10 years that gives the highest average. For benefits accrued prior to July 1, 1995 under the Roche Biomedical Laboratories Retirement Plan (the "RBL Plan"), and for participants grandfathered under that plan formula, the monthly average is based on the highest 60 months out of the last 120 months that gives the highest average. No compensation shall be taken into account under the plan for any period after December 31, 2009.

Plan compensation Compensation includes base pay plus any compensation deferred under a Section 125 or Section 401(k) plan, including shift differentials. Compensation is limited to \$200,000 (indexed beginning in 2002) as required.

Social Security benefit This benefit is the estimated monthly amount of primary old age insurance payable at age 65. In the case of an early retirement for participants grandfathered under the National Health Laboratories Incorporated Retirement Plan (the "NHL Plan"), the estimate is based on no future earnings after retirement; otherwise, it is assumed that earnings remain level until age 65.

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Eligibility for Benefits

Normal retirement	Age 65 and five years of employment. For grandfathered participants under the RBL Plan, normal retirement date is age 65.
Late retirement	Retirement after NRD
Early retirement	Age 55 and 10 years of vesting service.
Disability	Total and permanent disability of participant prior to normal retirement date, 3 years of vesting service required (5 years if no Hours of Service have been worked since 1/1/2008).
Deferred vested termination	A participant is 100% vested upon completion of 3 years of vesting service (5 years if no Hours of Service have been worked since 1/1/2008). However, all participants become 100% vested upon reaching Normal Retirement Date.
Preretirement death	3 years of vesting service (5 years if no Hours of Service have been worked since 1/1/2008).

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Benefits Paid Upon the Following Events

Normal retirement

Former Participants of the NHL Incorporated Employees' Retirement Plan

For benefits accrued prior to January 1, 1995 and for all grandfathered participants (age 50 and 15 Years of Vesting Service as of December 31, 1994), a monthly pension equal to the greater of (a) or (b) as follows:

- a. 52% of 1/12 of Final Average Compensation less 50% of Social Security benefit, reduced proportionately for credited service of less than 30 years. Up to 34/30 of the benefit formula can be earned based on service for employees of Revlon on October 31, 1976.
- b. The benefit determined from the minimum benefit schedule as follows:

Final Average Compensation	Monthly Minimum for Each Year of First 20 Years of Credited Service	Monthly Minimum for each Year of Credited Service From 20th to 30th Year*
\$18,000 and Over	\$24.00	\$19.50
\$17,000 - \$17,999	\$23.00	\$18.50
\$16,000 - \$16,999	\$22.00	\$17.50
\$15,000 - \$15,999	\$21.00	\$16.50
\$14,000 - \$14,999	\$20.00	\$15.50
\$13,000 - \$13,999	\$19.00	\$14.50
\$12,000 - \$12,999	\$18.00	\$13.50
\$11,000 - \$11,999	\$17.00	\$12.50
\$10,000 - \$10,999	\$16.00	\$11.50
\$9,000 - \$9,999	\$15.00	\$10.50
\$8,000 - \$8,999	\$14.00	\$9.50
\$7,000 - \$7,999	\$13.00	\$8.50
\$6,000 - \$6,999	\$12.00	\$7.50
\$5,999 and Below	\$11.00	\$6.50

*Up to the 34th year if employed by Revlon on October 31, 1976

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Normal retirement (continued)

Former Participants of the Roche Biomedical Laboratories Retirement Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Vesting Service as of June 30, 1995), a monthly pension benefit equal to the greater of (a) or (b) as follows:

- a. 1.83% of Final Average Compensation multiplied by credited service not in excess of 25 years, less 0.63% of Final Average Compensation limited to Covered Compensation multiplied by credited service not in excess of 25 years.
- b. The following benefit schedule frozen as of December 31, 1988: 2% of Final Average Compensation multiplied by credited service not in excess of 25 years, less 2% of Primary Social Security multiplied by credited service not in excess of 25 years.

Covered Compensation is the 35-year average of the Social Security Wage Bases ending with the year the employee attains Social Security Retirement Age.

Former Participants in the CBL Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Service as of June 30, 1995), former participants in the CBL Plan as of June 30, 1983 will receive the greater of (a) or (b)

- a. The sum of:
 - I. 1% of Basic Earnings Rate as of June 30, 1983 multiplied by service as of December 31, 1975.
 - II. 1.2% of Basic Earnings Rate as of June 30, 1983 multiplied by service earned from December 31, 1975 through June 30, 1983.
 - III. The RBL plan benefit based upon service measured from June 30, 1983, not in excess of 25 years.
- b. The sum of:
 - I. 1% of the greater of Earnings and Final Average Earnings multiplied by service as of December 31, 1975.
 - II. 1.2% of the greater of Earnings and Final Average Earnings multiplied by service earned from December 31, 1974 through June 30, 1983.
 - III. The RBL plan benefit based upon service measured from June 30, 1983 such that the sum of service considered under (i), (ii) and (iii) does not exceed 25 years.

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Normal retirement (continued)

In the CBL Plan, Basic Earnings Rate is defined as the highest five consecutive year average earnings rates for the participant at the date of determination, where earnings rate is defined as the participant's base salary rate on a preceding December 1st.

The foregoing CBL Pension Plan benefit was frozen effective December 31, 1988.

Former Participants in the RCL Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Service as of June 30, 1995), former participants in the RCL Plan as of December 31, 1983 who elected to continue making contributions after December 31, 1983 and whose retirement date is on or before June 30, 1992 will receive a benefit (the "RCL Plan Formula") computed as follows:

- For a participant with less than 15 years of Continuous Service, the benefit is 2% of earnings less \$18 for each year of Continuous Service.
- For a participant with at least 15 years of Continuous Service, the benefit is 2.4% of Final Average Earnings less \$57.60 times years of Continuous Service not in excess of 25 years.

Former participants in the RCL Plan as of December 31, 1983 who elected to make no contributions after December 31, 1983 or former participants in the RCL Plan as of December 31, 1983 who elected to continue making contributions after December 31, 1983 and whose retirement date is on or after July 1, 1992 will receive a benefit computed as follows:

- For Continuous Service prior to the date contributions were discontinued, the amount determined under (a) or (b) above (the RCL Plan Formula). In determining whether (a) or (b) is used, all years of Continuous Service as of the participant's retirement date shall be taken into account.
- For Continuous Service after the date contributions were discontinued but prior to the completion of 25 years of Continuous Service, the RBL Plan benefit.

Former Participants in the Medlabs Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Service as of June 30, 1995), former participants in the Medlabs Plan as of February 28, 1989 will receive the Medlabs Plan accrued benefit based on service and earnings to June 30, 1988 under that Plan plus the RBL plan benefit based on continuous service from July 1, 1988.

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Normal retirement (continued)

Cash Balance Formula

For all non-grandfathered participants, subsequent to December 31, 1994 for former NHL Plan participants and June 30, 1995 for former RBL Plan participants, a cash balance plan benefit based on Pay-based Credit as follows:

Pay-based Credit:

Credited Service	Pay-based Credit
0-1.99 years	2.25%
2-4.99 years	2.50%
5-9.99 years	3.00%
10-14.99 years	4.00%
15-19.99 years	5.00%
20-33.99 years	6.00%
34+ years	0.00%

Interest Credit: 4.00%.

The monthly benefit is developed by projecting the cash balance as of the end of the year of determination to Normal Retirement Date based on the interest credit rate in effect at determination, then converting to a monthly benefit using actuarial equivalence based on the applicable mortality table and the applicable interest rate defined in the IRC Section 417(e) for the year of determination.

Late retirement

If retirement occurs after the normal retirement date, the late retirement income will be the greater of:

- the benefit calculated using credited service and compensation as of the late retirement date; and
- the benefit accrued as of the normal retirement date, actuarially increased to the late retirement date.

Accrued benefit

The participant's accrued benefit at any given date is determined under the normal retirement formula(s) shown above, but is based on current credited service, final average monthly compensation, and social security benefit (subject to the plan freeze on 12/31/2009).

Former Participants in the RBL Plan

The pre-7/1/95 accrued benefit and grandfathered accrued benefit is computed in the same manner as the Normal Retirement Benefit except that Credited Service is projected to Normal Retirement Date (and then limited to 25 years). The resulting benefit is then multiplied

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Accrued benefit (continued)

by Credited Service at Termination divided by Credited Service projected to Normal Retirement Date.

Former Participants in the CBL Pension Plan

The deferred vested benefit for former participants in the CBL Pension Plan as of June 30, 1983 is the sum of the CBL Plan accrued benefit as of June 30, 1983 and the RBL Plan deferred vested benefit based on Continuous Service measured from July 1, 1983. The CBL Plan accrued benefit is subject to the reduction (if any) for early commencement that would have applied under the CBL Plan and the vesting percent under the CBL Plan, recognizing Service under this Plan as though it were under the CBL Plan.

Benefits may commence after the attainment of age 50.

The foregoing CBL Pension Plan benefit was frozen effective December 31, 1988.

Former Participants in the RCL Plan

The portion of the accrued benefit attributable to Continuous Service prior to the earlier of the discontinuance of contributions or July 1, 1992 will be determined as follows:

- A participant who would have completed less than 15 years of Continuous Service if his Continuous Service had continued to his Normal Retirement Date will use part (a) of the RCL Plan Formula.
- A participant who would have completed 15 or more years of Continuous Service if his Continuous Service had continued to his Normal Retirement Date will use part (b) of the RCL Plan Formula.

Former Participants in the Medlabs Plan

The deferred vested benefit for former participants in the Medlabs Plan as of February 28, 1989 is the sum of the Medlabs Plan accrued benefit as of June 30, 1988 and the RBL Plan deferred vested benefit based on Continuous Service from July 1, 1988. The Medlabs Plan accrued benefit is subject to the reduction (if any) for early commencement that would have applied under the Medlabs Plan.

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Early retirement benefit

Accrued monthly benefit as of early retirement date reduced $\frac{1}{2}\%$ for each month benefits begin before age 65.

For former RBL Plan participants, grandfathered benefits and benefits accrued prior to July 1, 1995 are reduced $\frac{1}{180}$ th for each of the first sixty months benefits begin before Normal Retirement Date and $\frac{1}{360}$ th for each of the next sixty months.

For participants in the RCL Plan as of December 31, 1983, the portion of the Early Retirement Benefit attributable to Continuous Service prior to the earlier of the discontinuance of contributions or July 1, 1992 will be determined as follows:

- A participant with 15 or more year of Continuous Service at Early Retirement Date will use part (b) of the RCL Plan Formula.
- A participant with less than 15 years of Continuous Service at Early Retirement Date but who would have completed 15 or more years if his Continuous Service had continued to his Normal Retirement Date will use part (b) of the RCL Plan Formula.
- A participant with less than 15 years of Continuous Service at Early Retirement Date and who would have completed less than 15 years if his Continuous Service had continued to his Normal Retirement Date will use part (a) of the RCL Plan Formula.

Disability benefit

For pre-1995 accrued benefits and Grandfather formula: The accrued benefit is as of the date of disability. The amount of accrued benefit is reduced for each month benefits begin before age 65 as follows: $\frac{1}{2}\%$ for each such month after age 55 and actuarially for each such month before age 55.

For former RBL Plan participants, grandfathered benefits and benefits accrued prior to July 1, 1995 are reduced in the same manner as for the Early Retirement Benefit described above.

Cash Balance Pension Plan Benefit: Distribution of 100% of the cash balance.

Vested benefits upon termination of service

The termination benefit is equal to the vested accrued benefit, payable in the normal form, commencing at normal retirement date. Optionally, the participant may elect to receive an actuarially reduced benefit commencing prior to normal retirement date. For benefits earned under the Cash Balance Pension Plan formula, the participant may elect a distribution of their vested cash balance account.

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Death benefits for participants in active service

The participant's spouse will receive a monthly retirement income payable for life in an amount equal to 50% of the amount the participant would have received if he had survived and elected to commence receiving a retirement income at the earliest date allowed under the plan, payable under the qualified joint and 50% contingent option. For benefits earned under the Cash Balance Pension Plan formula, an immediate distribution of 50% of the account may be requested by the spouse. No benefits are payable in the event of death of an unmarried participant.

Death benefits for former participants in the RCL Plan

A former participant in the RCL Plan as of December 31, 1983 will receive a death benefit calculated only upon that portion of his retirement benefit attributable to the RBL plan benefit.

Additionally, a participant who has completed the eligibility requirements for early retirement may elect, at any time before benefit commencement, a pre-retirement death benefit for only the portion of his retirement benefit attributable to Continuous Service prior to the earlier of the discontinuance of contributions or July 1, 1992. On the death of a participant who elected this option, his spouse will receive a monthly benefit equal to 50% of the RCL Plan Formula portion of the benefits the participant would have received had he retired on the day before his death. The RCL Plan Formula portion of the benefit that participant receives at actual retirement will be reduced by .5% for each year that the election is in effect to cover the cost of this option.

As a minimum, a participant's beneficiary will receive a refund of the participant's employee contributions with interest.

Death benefits for retired former RBL plan participants

Post-retirement coverage is available to all retired participants who have an eligible spouse for benefits accrued prior to July 1, 1995 and for grandfathered participants under the RBL Plan formula. The benefit is 50% of the participant's pension (before and without regard to any adjustment for any alternative payment forms).

Each eligible child receives 40% of the amount payable to the spouse subject to an overall maximum for all children of 100% of the spouse's benefit. Payments to a child cease once he attains age 21.

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Other Plan Provisions

Normal form of retirement income

The normal form of benefit is 10 years certain and life. For benefits accrued under the RBL Plan, either prior to July 1, 1995 or as a grandfathered employee, the normal form of benefit is a life only benefit.

Optional forms of retirement income in lieu of normal form

The plan provides optional payment forms, including the qualified Joint and Contingent benefit for married employees and lump sum distributions, on an actuarially equivalent basis. Actuarial equivalence for this purpose is based on PPA assumptions for terminations after December 31, 2007.

Future Plan Changes

No future plan changes were recognized in determining minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

None.

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Schedule SB, Line 26a

Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2023

Number and average account balance distributed by attained age and attained years of credited service¹

Attained Age	Attained Years of Credited Service ²										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	3	0	0	0	0	0	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
35-39	36	170	4	0	0	0	0	0	0	0	210
	1,105	2,519	-	-	-	-	-	-	-	-	2,368
40-44	78	368	190	8	0	0	0	0	0	0	644
	1,551	3,527	9,769	-	-	-	-	-	-	-	5,293
45-49	61	430	394	195	7	1	0	0	0	0	1,088
	1,561	3,963	11,150	19,870	-	-	-	-	-	-	9,462
50-54	81	409	401	292	116	29	0	0	0	0	1,328
	2,083	4,532	12,078	22,467	34,752	51,254	-	-	-	-	14,265
55-59	65	393	411	250	209	151	30	0	0	0	1,509
	2,634	5,029	13,205	23,778	39,305	56,358	63,264	-	-	-	21,300
60-64	61	308	369	202	153	145	100	1	0	0	1,339
	1,798	4,883	14,036	24,119	40,772	56,966	70,094	-	-	-	24,818
65-69	25	132	162	106	57	52	39	4	0	0	577
	2,518	4,666	13,913	23,707	38,214	56,300	77,648	-	-	-	24,146
70 & over	10	69	70	45	36	22	13	3	0	0	268
	-	6,374	12,121	26,658	38,518	45,286	-	-	-	-	23,937
Total	420	2,279	2,001	1,098	578	400	182	8	0	0	6,966 ³
	1,906	4,309	12,409	22,858	38,464	55,562	71,505	-	-	-	17,064

¹ The average cash balance is not shown for any group that has less than 20 participants.

² Age and service for purposes of determining category are based on exact (not rounded) values.

³ Excludes six active participants with \$0 account balance as of the valuation date

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan

EIN / PN: 13-3757370/002

Plan Sponsor: Laboratory Corporation of America Holdings

Valuation Date: January 1, 2023

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Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	15,659,635	3,314,715	7,537,444	26,511,794
2024	12,893,140	2,859,880	7,279,046	23,032,066
2025	12,978,431	3,189,930	7,032,346	23,200,707
2026	12,513,080	2,808,890	6,771,809	22,093,779
2027	11,619,874	3,031,119	6,497,922	21,148,915
2028	11,674,858	3,399,719	6,211,340	21,285,917
2029	10,521,037	3,423,771	5,911,096	19,855,904
2030	9,959,885	3,488,346	5,599,605	19,047,836
2031	9,248,137	3,614,980	5,280,085	18,143,202
2032	8,543,113	3,499,279	4,948,458	16,990,850
2033	7,826,639	3,689,852	4,611,740	16,128,231
2034	6,946,697	3,548,396	4,263,334	14,758,427
2035	6,214,655	3,624,272	3,912,835	13,751,762
2036	5,625,925	3,287,728	3,573,426	12,487,079
2037	4,821,280	3,149,308	3,238,852	11,209,440
2038	4,508,291	2,993,354	2,919,843	10,421,488
2039	3,695,255	2,862,898	2,610,449	9,168,602
2040	3,345,227	2,564,963	2,317,517	8,227,707
2041	2,772,829	2,683,864	2,042,441	7,499,134
2042	2,528,061	2,308,009	1,784,841	6,620,911
2043	2,009,272	2,103,829	1,548,176	5,661,277
2044	1,604,211	2,045,555	1,331,365	4,981,131
2045	1,322,382	1,838,937	1,134,895	4,296,214
2046	1,099,464	1,662,625	958,835	3,720,924
2047	820,286	1,498,358	802,860	3,121,504
2048	641,213	1,240,284	666,292	2,547,789
2049	496,668	1,057,561	548,134	2,102,363
2050	366,404	952,233	447,126	1,765,763
2051	260,571	744,271	361,804	1,366,646
2052	204,645	580,869	290,573	1,076,087

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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2053	138,697	470,407	231,769	840,873
2054	99,898	372,410	183,735	656,043
2055	77,261	297,412	144,885	519,558
2056	60,107	241,517	113,741	415,365
2057	44,344	203,884	88,957	337,185
2058	34,700	160,885	69,350	264,935
2059	28,757	129,710	53,908	212,375
2060	22,994	103,090	41,781	167,865
2061	19,187	80,745	32,277	132,209
2062	16,587	62,315	24,839	103,741
2063	14,248	47,378	19,030	80,656
2064	12,404	35,485	14,504	62,393
2065	10,768	26,184	10,993	47,945
2066	9,266	19,033	8,285	36,584
2067	7,902	13,635	6,208	27,745
2068	6,676	9,642	4,624	20,942
2069	5,588	6,734	3,424	15,746
2070	4,632	4,653	2,523	11,808
2071	3,801	3,188	1,850	8,839
2072	3,087	2,172	1,352	6,611

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Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2023

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2023	9,214,050	15.00000	9,214,050	843,829
Total				9,214,050	843,829

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Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

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Schedule SB, Line 19
Discounted Employer Contributions
as of January 1, 2023

The contribution made on December 26, 2023 in the amount of \$9,537 is intended to be a corrective contribution due to plan overpayments that could not be recovered from a group of participants.

Date	Applicable Plan Year	Contribution	Interest Rate Used to Discount During Timely Contribution Period	Timely Contribution Period	Interest Rate Used to Discount During Late Contribution Period	Late Contribution Period	Interest Adjusted Contribution
December 26, 2023	2023	9,537	5.08%	0.98611	10.08%	0.00000	9,082
September 13, 2024	2023	10,200,000	5.08%	1.70000	10.08%	0.00000	9,375,967

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Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2023

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.05	1,000	1.000000	0.050000	2.750000
56	0.05	950	0.950000	0.047500	2.660000
57	0.05	903	0.902500	0.045125	2.572125
58	0.05	857	0.857375	0.042869	2.486388
59	0.07	815	0.814506	0.057015	3.363911
60	0.07	757	0.757491	0.053024	3.181461
61	0.07	704	0.704466	0.049313	3.008072
62	0.12	655	0.655154	0.078618	4.874344
63	0.12	577	0.576535	0.069184	4.358607
64	0.12	507	0.507351	0.060882	3.896456
65	0.20	446	0.446469	0.089294	5.804097
66	0.20	357	0.357175	0.071435	4.714712
67	0.20	286	0.285740	0.057148	3.828918
68	0.20	229	0.228592	0.045718	3.108853
69	0.20	183	0.182874	0.036575	2.523657
70	0.25	146	0.146299	0.036575	2.560232
71	0.25	110	0.109724	0.027431	1.947605
72	0.25	82	0.082293	0.020573	1.481277
73	0.25	62	0.061720	0.015430	1.126388
74	0.25	46	0.046290	0.011572	0.856363
75	1.00	35	0.034717	0.034717	2.603807

Average age at retirement

63.707272

Rounded for Schedule SB item 22

64 ==> SCHB_WARA

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
 EIN / PN: 13-3757370/002
 Plan Sponsor: Laboratory Corporation of America Holdings
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	15,659,635	3,314,715	7,537,444	26,511,794
2024	12,893,140	2,859,880	7,279,046	23,032,066
2025	12,978,431	3,189,930	7,032,346	23,200,707
2026	12,513,080	2,808,890	6,771,809	22,093,779
2027	11,619,874	3,031,119	6,497,922	21,148,915
2028	11,674,858	3,399,719	6,211,340	21,285,917
2029	10,521,037	3,423,771	5,911,096	19,855,904
2030	9,959,885	3,488,346	5,599,605	19,047,836
2031	9,248,137	3,614,980	5,280,085	18,143,202
2032	8,543,113	3,499,279	4,948,458	16,990,850
2033	7,826,639	3,689,852	4,611,740	16,128,231
2034	6,946,697	3,548,396	4,263,334	14,758,427
2035	6,214,655	3,624,272	3,912,835	13,751,762
2036	5,625,925	3,287,728	3,573,426	12,487,079
2037	4,821,280	3,149,308	3,238,852	11,209,440
2038	4,508,291	2,993,354	2,919,843	10,421,488
2039	3,695,255	2,862,898	2,610,449	9,168,602
2040	3,345,227	2,564,963	2,317,517	8,227,707
2041	2,772,829	2,683,864	2,042,441	7,499,134
2042	2,528,061	2,308,009	1,784,841	6,620,911
2043	2,009,272	2,103,829	1,548,176	5,661,277
2044	1,604,211	2,045,555	1,331,365	4,981,131
2045	1,322,382	1,838,937	1,134,895	4,296,214
2046	1,099,464	1,662,625	958,835	3,720,924
2047	820,286	1,498,358	802,860	3,121,504
2048	641,213	1,240,284	666,292	2,547,789
2049	496,668	1,057,561	548,134	2,102,363
2050	366,404	952,233	447,126	1,765,763
2051	260,571	744,271	361,804	1,366,646
2052	204,645	580,869	290,573	1,076,087

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2053	138,697	470,407	231,769	840,873
2054	99,898	372,410	183,735	656,043
2055	77,261	297,412	144,885	519,558
2056	60,107	241,517	113,741	415,365
2057	44,344	203,884	88,957	337,185
2058	34,700	160,885	69,350	264,935
2059	28,757	129,710	53,908	212,375
2060	22,994	103,090	41,781	167,865
2061	19,187	80,745	32,277	132,209
2062	16,587	62,315	24,839	103,741
2063	14,248	47,378	19,030	80,656
2064	12,404	35,485	14,504	62,393
2065	10,768	26,184	10,993	47,945
2066	9,266	19,033	8,285	36,584
2067	7,902	13,635	6,208	27,745
2068	6,676	9,642	4,624	20,942
2069	5,588	6,734	3,424	15,746
2070	4,632	4,653	2,523	11,808
2071	3,801	3,188	1,850	8,839
2072	3,087	2,172	1,352	6,611

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
 EIN / PN: 13-3757370/002
 Plan Sponsor: Laboratory Corporation of America Holdings
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SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Laboratory Corporation of America Holdings
EIN/PN	13-3757370/002
Plan Name	Laboratory Corporation of America Holdings Cash Balance Retirement Plan
Valuation Date	January 1, 2023
Enrolled Actuary	Nathan Bragg
Enrollment Number	23-07999

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The plan was originally effective January 1, 1992, restated effective January 1, 2016 and subsequently amended by Amendment Number 1 (adopted November 2018) which provided for the automatic payments of small Cash Balance accounts (less than or equal to \$5,000) for commencement dates on and after December 1, 2018.

Definitions

Plan year	The twelve-month period ending December 31.
Covered employees	<p>All employees are eligible to participate under the plan on the Entry Date coincident with or next following the later of attaining age 21 and first anniversary of hire. For employees hired prior to January 1, 1995, Entry Date means the first day of the month. For employees hired on or after January 1, 1995, Entry Date means the first day of each January and July. "Employee" means any person on the payroll whose wages are subject to withholding for the purposes of federal income tax.</p> <p>Note: If an employee meets the age requirement, but fails to complete 1,000 hours during the first year, participation will begin on the January 1 following the plan year in which 1,000 hours are completed.</p> <p>Participation in the plan was closed to new entrants as of December 31, 2009, and participants in the plan will not accrue any additional benefits after that date.</p>
Credited service	The number of years and completed months of service from date of participation to date of termination, adjusted for certain periods of unpaid absence. Credited service stops accruing as of December 31, 2009.
Vesting service	Total service from date of hire to date of termination, less any absence in excess of 12 months that is excluded from credited service, using elapsed time.

Plan Name:	Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN:	13-3757370/002
Plan Sponsor:	Laboratory Corporation of America Holdings
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Sample special service provisions

- a. Employees of Biomedical Reference Laboratories, Inc.
Service for the purposes of participation and vesting is measured from date of hire by BRL; Credited Service is measured from the later of January 1, 1983 or the date of employment.
- b. Former Participants in the CBL Plan as of June 30, 1983
Service for the purposes of determining participation and vesting is measured from the same date that such service commenced under the CBL Plan. Credited Service is measured from July 1, 1983.
- c. Former Participants in the RCL Plan as of December 31, 1983
Service for the purposes of determining participation and vesting shall take into account all service with Roche Clinical Laboratories, Inc. Credited Service is measured from the same date that such service commenced under the RCL Plan.
- d. Employees in the Roche Clinical Laboratories Division as of December 31, 1983 and other than those described in (c)
Service for the purposes of determining participation and vesting shall take into account all service with Roche Clinical Laboratories, Inc. Credited Service is measured from January 1, 1984.
- e. Former Participants in the Medlabs Plan as of February 28, 1989
Service for the purposes of determining participation and vesting shall take into account all service with Medical Laboratory Associates, Inc. and Affiliated Companies. Credited Service is measured from July 1, 1988.
- f. Former Employees of Allied Clinical Laboratories
Service for the purposes of participation and vesting service is measured from the later of June 23, 1994 or date of hire with date of participation not earlier than January 1, 1996. Credited service is measured from the later of January 1, 1996 or date of participation.
- g. Former Employees of Med Express
Service for the purposes of participation and vesting is measured from the later of July 14, 1995 or date of hire. Credited Service is measured from date of participation.
- h. Former Employees of Nyack Hospital Laboratories
Service for purposes of participation and vesting is measured from date of hire with date of participation not earlier than May 1, 1995. Credited Service is measured from the later of May 1, 1995 or date of participation.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Sample special service provisions (continued)

- i. Former Eligible Employees of Dynacare Laboratories
Service for purposes of participation and vesting is measured from the later of July 25, 2002 or date of hire. Credited service is measured from the later of January 1, 2004 or date of participation.
- j. Former Employees of Path Lab
Service for purposes of participation and vesting is measured from the later of May 1, 2001 or date of hire. Credited service is measured from the later of July 1, 2002 or date of participation.
- k. Former Employees of Dianon Systems
Service for purposes of participation and vesting is measured from the later of January 17, 2003 or date of hire. Credited service is measured from the later of July 1, 2004 or date of participation.

Final average compensation The monthly average of the 5 consecutive calendar years' compensation out of the last 10 years that gives the highest average. For benefits accrued prior to July 1, 1995 under the Roche Biomedical Laboratories Retirement Plan (the "RBL Plan"), and for participants grandfathered under that plan formula, the monthly average is based on the highest 60 months out of the last 120 months that gives the highest average. No compensation shall be taken into account under the plan for any period after December 31, 2009.

Plan compensation Compensation includes base pay plus any compensation deferred under a Section 125 or Section 401(k) plan, including shift differentials. Compensation is limited to \$200,000 (indexed beginning in 2002) as required.

Social Security benefit This benefit is the estimated monthly amount of primary old age insurance payable at age 65. In the case of an early retirement for participants grandfathered under the National Health Laboratories Incorporated Retirement Plan (the "NHL Plan"), the estimate is based on no future earnings after retirement; otherwise, it is assumed that earnings remain level until age 65.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Age 65 and five years of employment. For grandfathered participants under the RBL Plan, normal retirement date is age 65.
Late retirement	Retirement after NRD
Early retirement	Age 55 and 10 years of vesting service.
Disability	Total and permanent disability of participant prior to normal retirement date, 3 years of vesting service required (5 years if no Hours of Service have been worked since 1/1/2008).
Deferred vested termination	A participant is 100% vested upon completion of 3 years of vesting service (5 years if no Hours of Service have been worked since 1/1/2008). However, all participants become 100% vested upon reaching Normal Retirement Date.
Preretirement death	3 years of vesting service (5 years if no Hours of Service have been worked since 1/1/2008).

Plan Name:	Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN:	13-3757370/002
Plan Sponsor:	Laboratory Corporation of America Holdings
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement

Former Participants of the NHL Incorporated Employees' Retirement Plan

For benefits accrued prior to January 1, 1995 and for all grandfathered participants (age 50 and 15 Years of Vesting Service as of December 31, 1994), a monthly pension equal to the greater of (a) or (b) as follows:

- a. 52% of 1/12 of Final Average Compensation less 50% of Social Security benefit, reduced proportionately for credited service of less than 30 years. Up to 34/30 of the benefit formula can be earned based on service for employees of Revlon on October 31, 1976.
- b. The benefit determined from the minimum benefit schedule as follows:

Final Average Compensation	Monthly Minimum for Each Year of First 20 Years of Credited Service	Monthly Minimum for each Year of Credited Service From 20th to 30th Year*
\$18,000 and Over	\$24.00	\$19.50
\$17,000 - \$17,999	\$23.00	\$18.50
\$16,000 - \$16,999	\$22.00	\$17.50
\$15,000 - \$15,999	\$21.00	\$16.50
\$14,000 - \$14,999	\$20.00	\$15.50
\$13,000 - \$13,999	\$19.00	\$14.50
\$12,000 - \$12,999	\$18.00	\$13.50
\$11,000 - \$11,999	\$17.00	\$12.50
\$10,000 - \$10,999	\$16.00	\$11.50
\$9,000 - \$9,999	\$15.00	\$10.50
\$8,000 - \$8,999	\$14.00	\$9.50
\$7,000 - \$7,999	\$13.00	\$8.50
\$6,000 - \$6,999	\$12.00	\$7.50
\$5,999 and Below	\$11.00	\$6.50

*Up to the 34th year if employed by Revlon on October 31, 1976

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 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Normal retirement (continued)

Former Participants of the Roche Biomedical Laboratories Retirement Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Vesting Service as of June 30, 1995), a monthly pension benefit equal to the greater of (a) or (b) as follows:

- a. 1.83% of Final Average Compensation multiplied by credited service not in excess of 25 years, less 0.63% of Final Average Compensation limited to Covered Compensation multiplied by credited service not in excess of 25 years.
- b. The following benefit schedule frozen as of December 31, 1988: 2% of Final Average Compensation multiplied by credited service not in excess of 25 years, less 2% of Primary Social Security multiplied by credited service not in excess of 25 years.

Covered Compensation is the 35-year average of the Social Security Wage Bases ending with the year the employee attains Social Security Retirement Age.

Former Participants in the CBL Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Service as of June 30, 1995), former participants in the CBL Plan as of June 30, 1983 will receive the greater of (a) or (b)

- a. The sum of:
 - I. 1% of Basic Earnings Rate as of June 30, 1983 multiplied by service as of December 31, 1975.
 - II. 1.2% of Basic Earnings Rate as of June 30, 1983 multiplied by service earned from December 31, 1975 through June 30, 1983.
 - III. The RBL plan benefit based upon service measured from June 30, 1983, not in excess of 25 years.
- b. The sum of:
 - I. 1% of the greater of Earnings and Final Average Earnings multiplied by service as of December 31, 1975.
 - II. 1.2% of the greater of Earnings and Final Average Earnings multiplied by service earned from December 31, 1974 through June 30, 1983.
 - III. The RBL plan benefit based upon service measured from June 30, 1983 such that the sum of service considered under (i), (ii) and (iii) does not exceed 25 years.

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SCHEDULE SB ATTACHMENTS

Normal retirement (continued)

In the CBL Plan, Basic Earnings Rate is defined as the highest five consecutive year average earnings rates for the participant at the date of determination, where earnings rate is defined as the participant's base salary rate on a preceding December 1st.

The foregoing CBL Pension Plan benefit was frozen effective December 31, 1988.

Former Participants in the RCL Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Service as of June 30, 1995), former participants in the RCL Plan as of December 31, 1983 who elected to continue making contributions after December 31, 1983 and whose retirement date is on or before June 30, 1992 will receive a benefit (the "RCL Plan Formula") computed as follows:

- For a participant with less than 15 years of Continuous Service, the benefit is 2% of earnings less \$18 for each year of Continuous Service.
- For a participant with at least 15 years of Continuous Service, the benefit is 2.4% of Final Average Earnings less \$57.60 times years of Continuous Service not in excess of 25 years.

Former participants in the RCL Plan as of December 31, 1983 who elected to make no contributions after December 31, 1983 or former participants in the RCL Plan as of December 31, 1983 who elected to continue making contributions after December 31, 1983 and whose retirement date is on or after July 1, 1992 will receive a benefit computed as follows:

- For Continuous Service prior to the date contributions were discontinued, the amount determined under (a) or (b) above (the RCL Plan Formula). In determining whether (a) or (b) is used, all years of Continuous Service as of the participant's retirement date shall be taken into account.
- For Continuous Service after the date contributions were discontinued but prior to the completion of 25 years of Continuous Service, the RBL Plan benefit.

Former Participants in the Medlabs Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Service as of June 30, 1995), former participants in the Medlabs Plan as of February 28, 1989 will receive the Medlabs Plan accrued benefit based on service and earnings to June 30, 1988 under that Plan plus the RBL plan benefit based on continuous service from July 1, 1988.

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SCHEDULE SB ATTACHMENTS

Normal retirement (continued)

Cash Balance Formula

For all non-grandfathered participants, subsequent to December 31, 1994 for former NHL Plan participants and June 30, 1995 for former RBL Plan participants, a cash balance plan benefit based on Pay-based Credit as follows:

Pay-based Credit:

Credited Service	Pay-based Credit
0-1.99 years	2.25%
2-4.99 years	2.50%
5-9.99 years	3.00%
10-14.99 years	4.00%
15-19.99 years	5.00%
20-33.99 years	6.00%
34+ years	0.00%

Interest Credit: 4.00%.

The monthly benefit is developed by projecting the cash balance as of the end of the year of determination to Normal Retirement Date based on the interest credit rate in effect at determination, then converting to a monthly benefit using actuarial equivalence based on the applicable mortality table and the applicable interest rate defined in the IRC Section 417(e) for the year of determination.

Late retirement

If retirement occurs after the normal retirement date, the late retirement income will be the greater of:

- the benefit calculated using credited service and compensation as of the late retirement date; and
- the benefit accrued as of the normal retirement date, actuarially increased to the late retirement date.

Accrued benefit

The participant's accrued benefit at any given date is determined under the normal retirement formula(s) shown above, but is based on current credited service, final average monthly compensation, and social security benefit (subject to the plan freeze on 12/31/2009).

Former Participants in the RBL Plan

The pre-7/1/95 accrued benefit and grandfathered accrued benefit is computed in the same manner as the Normal Retirement Benefit except that Credited Service is projected to Normal Retirement Date (and then limited to 25 years). The resulting benefit is then multiplied

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Accrued benefit (continued)

by Credited Service at Termination divided by Credited Service projected to Normal Retirement Date.

Former Participants in the CBL Pension Plan

The deferred vested benefit for former participants in the CBL Pension Plan as of June 30, 1983 is the sum of the CBL Plan accrued benefit as of June 30, 1983 and the RBL Plan deferred vested benefit based on Continuous Service measured from July 1, 1983. The CBL Plan accrued benefit is subject to the reduction (if any) for early commencement that would have applied under the CBL Plan and the vesting percent under the CBL Plan, recognizing Service under this Plan as though it were under the CBL Plan.

Benefits may commence after the attainment of age 50.

The foregoing CBL Pension Plan benefit was frozen effective December 31, 1988.

Former Participants in the RCL Plan

The portion of the accrued benefit attributable to Continuous Service prior to the earlier of the discontinuance of contributions or July 1, 1992 will be determined as follows:

- A participant who would have completed less than 15 years of Continuous Service if his Continuous Service had continued to his Normal Retirement Date will use part (a) of the RCL Plan Formula.
- A participant who would have completed 15 or more years of Continuous Service if his Continuous Service had continued to his Normal Retirement Date will use part (b) of the RCL Plan Formula.

Former Participants in the Medlabs Plan

The deferred vested benefit for former participants in the Medlabs Plan as of February 28, 1989 is the sum of the Medlabs Plan accrued benefit as of June 30, 1988 and the RBL Plan deferred vested benefit based on Continuous Service from July 1, 1988. The Medlabs Plan accrued benefit is subject to the reduction (if any) for early commencement that would have applied under the Medlabs Plan.

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SCHEDULE SB ATTACHMENTS

Early retirement benefit

Accrued monthly benefit as of early retirement date reduced $\frac{1}{2}\%$ for each month benefits begin before age 65.

For former RBL Plan participants, grandfathered benefits and benefits accrued prior to July 1, 1995 are reduced $\frac{1}{180}$ th for each of the first sixty months benefits begin before Normal Retirement Date and $\frac{1}{360}$ th for each of the next sixty months.

For participants in the RCL Plan as of December 31, 1983, the portion of the Early Retirement Benefit attributable to Continuous Service prior to the earlier of the discontinuance of contributions or July 1, 1992 will be determined as follows:

- A participant with 15 or more year of Continuous Service at Early Retirement Date will use part (b) of the RCL Plan Formula.
- A participant with less than 15 years of Continuous Service at Early Retirement Date but who would have completed 15 or more years if his Continuous Service had continued to his Normal Retirement Date will use part (b) of the RCL Plan Formula.
- A participant with less than 15 years of Continuous Service at Early Retirement Date and who would have completed less than 15 years if his Continuous Service had continued to his Normal Retirement Date will use part (a) of the RCL Plan Formula.

Disability benefit

For pre-1995 accrued benefits and Grandfather formula: The accrued benefit is as of the date of disability. The amount of accrued benefit is reduced for each month benefits begin before age 65 as follows: $\frac{1}{2}\%$ for each such month after age 55 and actuarially for each such month before age 55.

For former RBL Plan participants, grandfathered benefits and benefits accrued prior to July 1, 1995 are reduced in the same manner as for the Early Retirement Benefit described above.

Cash Balance Pension Plan Benefit: Distribution of 100% of the cash balance.

Vested benefits upon termination of service

The termination benefit is equal to the vested accrued benefit, payable in the normal form, commencing at normal retirement date. Optionally, the participant may elect to receive an actuarially reduced benefit commencing prior to normal retirement date. For benefits earned under the Cash Balance Pension Plan formula, the participant may elect a distribution of their vested cash balance account.

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Death benefits for participants in active service

The participant's spouse will receive a monthly retirement income payable for life in an amount equal to 50% of the amount the participant would have received if he had survived and elected to commence receiving a retirement income at the earliest date allowed under the plan, payable under the qualified joint and 50% contingent option. For benefits earned under the Cash Balance Pension Plan formula, an immediate distribution of 50% of the account may be requested by the spouse. No benefits are payable in the event of death of an unmarried participant.

Death benefits for former participants in the RCL Plan

A former participant in the RCL Plan as of December 31, 1983 will receive a death benefit calculated only upon that portion of his retirement benefit attributable to the RBL plan benefit.

Additionally, a participant who has completed the eligibility requirements for early retirement may elect, at any time before benefit commencement, a pre-retirement death benefit for only the portion of his retirement benefit attributable to Continuous Service prior to the earlier of the discontinuance of contributions or July 1, 1992. On the death of a participant who elected this option, his spouse will receive a monthly benefit equal to 50% of the RCL Plan Formula portion of the benefits the participant would have received had he retired on the day before his death. The RCL Plan Formula portion of the benefit that participant receives at actual retirement will be reduced by .5% for each year that the election is in effect to cover the cost of this option.

As a minimum, a participant's beneficiary will receive a refund of the participant's employee contributions with interest.

Death benefits for retired former RBL plan participants

Post-retirement coverage is available to all retired participants who have an eligible spouse for benefits accrued prior to July 1, 1995 and for grandfathered participants under the RBL Plan formula. The benefit is 50% of the participant's pension (before and without regard to any adjustment for any alternative payment forms).

Each eligible child receives 40% of the amount payable to the spouse subject to an overall maximum for all children of 100% of the spouse's benefit. Payments to a child cease once he attains age 21.

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Other Plan Provisions

Normal form of retirement income

The normal form of benefit is 10 years certain and life. For benefits accrued under the RBL Plan, either prior to July 1, 1995 or as a grandfathered employee, the normal form of benefit is a life only benefit.

Optional forms of retirement income in lieu of normal form

The plan provides optional payment forms, including the qualified Joint and Contingent benefit for married employees and lump sum distributions, on an actuarially equivalent basis. Actuarial equivalence for this purpose is based on PPA assumptions for terminations after December 31, 2007.

Future Plan Changes

No future plan changes were recognized in determining minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

None.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
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Plan Name	Laboratory Corporation Of America Holdings Cash Balance Retirement Plan
Plan Sponsor EIN	13-3757370
ERISA Plan #	002
Plan Year Ending	December 31, 2023

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2023

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2023	9,214,050	15.00000	9,214,050	843,829
Total				9,214,050	843,829

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Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2023