

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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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: ☒ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☐ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☒
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
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 CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1967
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) CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN CLTE PENSION JOINT BOARD OF TRUSTEES 10334 ELLISON CIRCLE OMAHA, NE 68134-1024
2b	Employer Identification Number (EIN) 47-6049397
2c	Plan Sponsor's telephone number 402-491-3751
2d	Business code (see instructions) 238900

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.	10/07/2024	RON KAMINSKI
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2024	RON FUCINARO
	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 CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN JOINT BOARD OF TRUSTEES 10334 ELLISON CIRCLE OMAHA, NE 68134-1024	3b Administrator's EIN 47-6049397																																	
	3c Administrator's telephone number 402-491-3751																																	
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 2902																																	
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	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;"></td> <td style="width: 10%;"></td> <td style="width: 80%;"></td> </tr> <tr> <td>6a(1)</td> <td></td> <td style="text-align: right;">926</td> </tr> <tr> <td>6a(2)</td> <td></td> <td style="text-align: right;">926</td> </tr> <tr> <td>6b</td> <td></td> <td style="text-align: right;">1098</td> </tr> <tr> <td>6c</td> <td></td> <td style="text-align: right;">731</td> </tr> <tr> <td>6d</td> <td></td> <td style="text-align: right;">2755</td> </tr> <tr> <td>6e</td> <td></td> <td style="text-align: right;">117</td> </tr> <tr> <td>6f</td> <td></td> <td style="text-align: right;">2872</td> </tr> <tr> <td>6g(1)</td> <td></td> <td></td> </tr> <tr> <td>6g(2)</td> <td></td> <td></td> </tr> <tr> <td>6h</td> <td></td> <td></td> </tr> </table>				6a(1)		926	6a(2)		926	6b		1098	6c		731	6d		2755	6e		117	6f		2872	6g(1)			6g(2)			6h		
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6e		117																																
6f		2872																																
6g(1)																																		
6g(2)																																		
6h																																		
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7 91																																	

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

1B

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

9a Plan funding arrangement (check all that apply) (1) ☐ 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 _____
- (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 _____

SCHEDULE MB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Multiemployer Defined Benefit Plan and Certain Money Purchase 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 CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN	D Employer Identification Number (EIN) 47-6049397

E Type of plan: (1) ☒ Multiemployer Defined Benefit (2) ☐ Money Purchase (see instructions)

1a Enter the valuation date: Month 01 Day 01 Year 2023	
b Assets	
(1) Current value of assets	1b(1) 121732962
(2) Actuarial value of assets for funding standard account	1b(2) 139514159
c (1) Accrued liability for plan using immediate gain methods	1c(1) 155423394
(2) Information for plans using spread gain methods:	
(a) Unfunded liability for methods with bases	1c(2)(a)
(b) Accrued liability under entry age normal method	1c(2)(b)
(c) Normal cost under entry age normal method	1c(2)(c)
(3) Accrued liability under unit credit cost method	1c(3) 143289145
d Information on current liabilities of the plan:	
(1) Amount excluded from current liability attributable to pre-participation service (see instructions)	1d(1)
(2) "RPA '94" information:	
(a) Current liability	1d(2)(a) 273104515
(b) Expected increase in current liability due to benefits accruing during the plan year	1d(2)(b) 11860882
(c) Expected release from "RPA '94" current liability for the plan year	1d(2)(c) 10597439
(3) Expected plan disbursements for the plan year	1d(3) 10597439

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	10/01/2024
Signature of actuary	Date
KEVIN M. CAMPE	23-05356
Type or print name of actuary	Most recent enrollment number
MILLIMAN, INC.	312-726-0677
Firm name	Telephone number (including area code)
71 S WACKER DRIVE, 31ST FLOOR, CHICAGO, IL 60606	
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 ☐

2 Operational information as of beginning of this plan year:

a Current value of assets (see instructions)	2a	121732962
b "RPA '94" current liability/participant count breakdown:	(1) Number of participants	(2) Current liability
(1) For retired participants and beneficiaries receiving payment	1223	124324387
(2) For terminated vested participants	756	77410406
(3) For active participants:		
(a) Non-vested benefits		9521208
(b) Vested benefits		61848514
(c) Total active	926	71369722
(4) Total	2905	273104515
c If the percentage resulting from dividing line 2a by line 2b(4), column (2), is less than 70%, enter such percentage	2c	44.57 %

3 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
06/30/2023	8481528				
Totals ▶			3(b)	8481528	3(c)
(d) Total withdrawal liability amounts included in line 3(b) total					3(d)

4 Information on plan status:

a Funded percentage for monitoring plan's status (line 1b(2) divided by line 1c(3))	4a	97.4 %
b Enter code to indicate plan's status (see instructions for attachment of supporting evidence of plan's status). If entered code is "N," go to line 5	4b	N
c Is the plan making the scheduled progress under any applicable funding improvement or rehabilitation plan?		☐ Yes ☐ No
d If the plan is in critical status or critical and declining status, does line 1(c) reflect any benefit reductions for the first time (see instructions)?		☐ Yes ☐ No
e If line d is "Yes," enter the reduction in liability resulting from the reduction in benefits (see instructions), measured as of the valuation date	4e	
f If the plan is in critical status or critical and declining status, and is:	4f	
• Projected to emerge from critical status within 30 years, enter the plan year in which it is projected to emerge;		
• Projected to become insolvent within 30 years, enter the plan year in which insolvency is expected and check here. ☐		
• Neither projected to emerge from critical status nor become insolvent within 30 years, enter "9999."		

5 Actuarial cost method used as the basis for this plan year's funding standard account computations (check all that apply):

a ☐ Attained age normal	b ☒ Entry age normal	c ☐ Accrued benefit (unit credit)	d ☐ Aggregate
e ☐ Frozen initial liability	f ☐ Individual level premium	g ☐ Individual aggregate	h ☐ Shortfall
i ☐ Other (specify):			

j If box h is checked, enter period of use of shortfall method	5j	
k Has a change been made in funding method for this plan year?		☐ Yes ☒ No
l If line k is "Yes," was the change made pursuant to Revenue Procedure 2000-40 or other automatic approval?		☐ Yes ☐ No
m If line k is "Yes," and line l is "No," enter the date (MM/DD/YYYY) of the ruling letter (individual or class) approving the change in funding method	5m	

6 Checklist of certain actuarial assumptions:

a Interest rate for "RPA '94" current liability			6a	2.19 %
			Pre-retirement	Post-retirement
b Rates specified in insurance or annuity contracts	☐ Yes ☐ No ☒ N/A		☐ Yes ☐ No ☒ N/A	
c Mortality table code for valuation purposes:				
(1) Males	6c(1)	A	A	
(2) Females	6c(2)	AF	AF	
d Valuation liability interest rate	6d	7.25 %	7.25 %	
e Salary scale	6e	% ☒ N/A		
f Withdrawal liability interest rate:				
(1) Type of interest rate	6f(1)	☒ Single rate ☐ ERISA 4044 ☐ Other ☐ N/A		
(2) If "Single rate" is checked in (1), enter applicable single rate	6f(2)	5.00 %		
g Estimated investment return on actuarial value of assets for year ending on the valuation date	6g	3.0 %		
h Estimated investment return on current value of assets for year ending on the valuation date	6h	-12.3 %		
i Expense load included in normal cost reported in line 9b	6i	☐ N/A		
(1) If expense load is described as a percentage of normal cost, enter the assumed percentage	6i(1)	%		
(2) If expense load is a dollar amount that varies from year to year, enter the dollar amount included in line 9b	6i(2)	604944		
(3) If neither (1) nor (2) describes the expense load, check the box	6i(3)	☐		

7 New amortization bases established in the current plan year:

(1) Type of base	(2) Initial balance	(3) Amortization Charge/Credit
1	5322911	553556

8 Miscellaneous information:

a If a waiver of a funding deficiency has been approved for this plan year, enter the date (MM/DD/YYYY) of the ruling letter granting the approval	8a	
b Demographic, benefit, and contribution information		
(1) Is the plan required to provide a projection of expected benefit payments? (See instructions) If "Yes," see instructions for required attachment.	☒ Yes ☐ No	
(2) Is the plan required to provide a Schedule of Active Participant Data? (See instructions).	☒ Yes ☐ No	
(3) Is the plan required to provide a projection of employer contributions and withdrawal liability payments? (See instructions) If "Yes," attach a schedule.	☒ Yes ☐ No	
c Are any of the plan's amortization bases operating under an extension of time under section 412(e) (as in effect prior to 2008) or section 431(d) of the Code?	☐ Yes ☒ No	
d If line c is "Yes," provide the following additional information:		
(1) Was an extension granted automatic approval under section 431(d)(1) of the Code?	☐ Yes ☐ No	
(2) If line 8d(1) is "Yes," enter the number of years by which the amortization period was extended ..	8d(2)	
(3) Was an extension approved by the Internal Revenue Service under section 412(e) (as in effect prior to 2008) or 431(d)(2) of the Code?	☐ Yes ☐ No	
(4) If line 8d(3) is "Yes," enter number of years by which the amortization period was extended (not including the number of years in line (2))	8d(4)	
(5) If line 8d(3) is "Yes," enter the date of the ruling letter approving the extension	8d(5)	
(6) If line 8d(3) is "Yes," is the amortization base eligible for amortization using interest rates applicable under section 6621(b) of the Code for years beginning after 2007?	☐ Yes ☐ No	
e If box 5h is checked or line 8c is "Yes," enter the difference between the minimum required contribution for the year and the minimum that would have been required without using the shortfall method or extending the amortization base(s)	8e	

9 Funding standard account statement for this plan year:**Charges to funding standard account:**

a Prior year funding deficiency, if any	9a	
b Employer's normal cost for plan year as of valuation date	9b	2864325

c Amortization charges as of valuation date:

- (1) All bases except funding waivers and certain bases for which the amortization period has been extended
- (2) Funding waivers
- (3) Certain bases for which the amortization period has been extended

	Outstanding balance	
9c(1)	59095980	8251827
9c(2)		
9c(3)		

d Interest as applicable on lines 9a, 9b, and 9c**9d** 805921**e** Total charges. Add lines 9a through 9d**9e** 11922073**Credits to funding standard account:****f** Prior year credit balance, if any**9f** 20938826**g** Employer contributions. Total from column (b) of line 3**9g** 8481528**h** Amortization credits as of valuation date

Outstanding balance

9h 22247919 4811428**i** Interest as applicable to end of plan year on lines 9f, 9g, and 9h**9i** 2173181**j** Full funding limitation (FFL) and credits:

- (1) ERISA FFL (accrued liability FFL)
- (2) "RPA '94" override (90% current liability FFL)
- (3) FFL credit

9j(1)	61661868
9j(2)	114346270

9j(3)**k (1)** Waived funding deficiency**9k(1)****(2)** Other credits**9k(2)****l** Total credits. Add lines 9f through 9i, 9j(3), 9k(1), and 9k(2)**9l** 36404963**m** Credit balance: If line 9l is greater than line 9e, enter the difference**9m** 24482890**n** Funding deficiency: If line 9e is greater than line 9l, enter the difference**9n****o** Current year's accumulated reconciliation account:**(1)** Due to waived funding deficiency accumulated prior to the current plan year**9o(1)****(2)** Due to amortization bases extended and amortized using the interest rate under section 6621(b) of the Code:**(a)** Reconciliation outstanding balance as of valuation date**9o(2)(a)****(b)** Reconciliation amount (line 9c(3) balance minus line 9o(2)(a))**9o(2)(b)****(3)** Total as of valuation date**9o(3)****10** Contribution necessary to avoid an accumulated funding deficiency. (see instructions.)**10** 0**11** Has a change been made in the actuarial assumptions for the current plan year? If "Yes," see instructions☐ Yes ☒ No

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider 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
		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 CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN	D Employer Identification Number (EIN) 47-6049397

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).....

No

Yes

☒
- 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

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

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)

DEBOER & ASSOCIATES, PC

17330 WRIGHT ST. STE. 100
OMAHA, NE 68130

47-0836395

(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?
10		30078	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WEINBERG & WEINBERG, PC

9290 W DODGE RD STE 205
OMAHA, NE 68114

47-0561017

(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?
29		10681	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MILLIMAN

71 S WACKER DR 31ST FLOOR
CHICAGO, IL 60606

47-0675641

(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		54551	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)

BRIDGEWAY

3000 SOUTH LENOLA RD
MAPLE SHADE, NJ 08052

23-2182079

(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?
15		52080	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDUCIARY MANAGEMENT

100 E WISCONSIN AVE 2200
MILWAUKEE, WI 53202

39-1346018

(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		92959	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

LARRY MURRAY

10334 ELLISON CIR
OMAHA, NE 68134

47-0469477

(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?
14 30		67642	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)

CHRIS CLAWSON

10334 ELLISON CIR
OMAHA, NE 68134

47-0469477

(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?
30		30772	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SEGAL MARCO ADVISORS

550 WEST WASHINGTON BLVD
CHICAGO, IL 60661

13-2646110

(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?
17		5000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

LISA NOVAK

10334 ELLISON CIR
OMAHA, NE 68134

47-0469477

(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?
30		30729	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)

PAT ELLIOTT

10334 ELLISON CIR
OMAHA, NE 68134

47-0469477

(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?
30		40089	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MORGAN STANLEY - SMITH BARNEY

800 EAST 96 ST., STE 400
INDIANAPOLIS, IN 46240

11-3658445

(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 72 50 15 64 33 99 71 49 19		342235	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

PROLOAN BOND FUND

1509A BELLEVILLE ST
RICHMOND, VA 23230

26-3436991

(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		10328	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)

SYDNEY BARTON

10334 ELLISON CIR
OMAHA, NE 68134

47-0469477

(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?
30		30260	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

IRENE MARQUEZ

10334 ELLISON CIR
OMAHA, NE 68134

47-0469477

(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?
30		29398	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BLACKROCK

95-4766779

(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		50089	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:	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:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration		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 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 CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN				B Three-digit plan number (PN) ▶ 001	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN				D Employer Identification Number (EIN) 47-6049397	
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: PROLOAN BOND FUND LLC					
b Name of sponsor of entity listed in (a): RICHMOND CAPITAL MANAGEMENT					
c EIN-PN 26-3436991-001		d Entity code E		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4074587	
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 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 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 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 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 MT	

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
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 CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN	D Employer Identification Number (EIN) 47-6049397	

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	1885498	1243193
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	787418	808869
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	144495	238984
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	11768942	5510789
(2) U.S. Government securities	1c(2)	2509324	7106270
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred.....	1c(3)(A)		
(B) All other.....	1c(3)(B)	3062018	10286193
(4) Corporate stocks (other than employer securities):			
(A) Preferred.....	1c(4)(A)		
(B) Common	1c(4)(B)	62280049	66043348
(5) Partnership/joint venture interests	1c(5)	5693007	4766825
(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)		
(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)		4074587
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	33630898	36938637
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other.....	1c(15)		

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	158995	112679
f Total assets (add all amounts in lines 1a through 1e)	1f	121920644	137130374
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	187682	132842
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	187682	132842
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	121732962	136997532

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)	8495380	
(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)		8495380
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	23107	
(B) U.S. Government securities	2b(1)(B)	100876	
(C) Corporate debt instruments	2b(1)(C)	315475	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	131999	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		571457
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	1056274	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	1330776	
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C)	2b(2)(D)		2387050
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	47800685	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	48040073	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		-239388
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	10722591	
(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)		
(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)		-17086
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		4258481
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		26178485

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	9756982	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		9756982
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)	228890	
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)	7832	
(4) IQPA audit fees.....	2i(4)	22245	
(5) Investment advisory and investment management fees	2i(5)	495141	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	54551	
(8) Legal fees	2i(8)	19588	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	2489	
(11) Other expenses	2i(11)	326197	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1156933
j Total expenses. Add all expense amounts in column (b) and enter total	2j		10913915

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		15264570
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: **DEBOER & ASSOCIATES, PC**

(2) EIN: **47-0836395**

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?	☒		2000000
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 512143.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information 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). ▶ File as an attachment to Form 5500.	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

A Name of plan <u>CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN</u>	D Employer Identification Number (EIN) <u>47-6049397</u>

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	
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): <u>47-6049397</u>		
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	<u>3</u>

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
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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 **JE DUNN CONSTRUCTION**

b EIN **44-0229405**

c Dollar amount contributed by employer **1378919**

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 **PATRIOT CRANE & RIGGING**

b EIN **45-4295633**

c Dollar amount contributed by employer **854323**

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 **09** Day **30** Year **2026**

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) **8.04**

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

a Name of contributing employer **MC WELLS CONTRACTING**

b EIN **83-4463501**

c Dollar amount contributed by employer **442758**

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 **KIEWIT BUILDING GROUP**

b EIN **20-3184744**

c Dollar amount contributed by employer **428230**

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 **M.A. MORTENSON**

b EIN **41-0740923**

c Dollar amount contributed by employer **365963**

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 **FUCINARO EXCAVATING**

b EIN **47-0529509**

c Dollar amount contributed by employer **316811**

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): _____

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 **BERKEL & CO.**

b EIN **48-0650969**

c Dollar amount contributed by employer **260258**

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 **INFRA SOURCE CONSTRUCTION**

b EIN **51-0324810**

c Dollar amount contributed by employer **258210**

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 **12** Day **31** Year **2099**

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) **5.80**

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

a Name of contributing employer **APTIM SERVICES LLC**

b EIN **72-1515465**

c Dollar amount contributed by employer **233009**

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 **KIEWIT INFRASTRUCTURE**

b EIN **47-0640263**

c Dollar amount contributed by employer **202904**

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	0
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	0
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	0
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	0.98
b The corresponding number for the second preceding plan year	15b	0.96
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

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: 61.4 % Private Equity: _____ % Investment-Grade Debt and Interest Rate Hedging Assets: 27.9 %

High-Yield Debt: 4.6 % Real Assets: 3.8 % Cash or Cash Equivalents: 2.3 % Other: _____ %

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

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 _____.

CLT&E Pension Plan

FINANCIAL STATEMENTS AND
SUPPLEMENTARY INFORMATION

YEARS ENDED
December 31, 2023 and 2022

Contents

Independent Auditors' Report	1 - 2
Financial Statements	
Statements of Net Assets Available For Benefits	3
Statements of Changes in Net Assets Available For Benefits.....	4
Notes to the Financial Statements	5 – 13
Supplementary Information	
Administrative Expenses	14
Schedule of Assets (Held at End of Year).....	15 – 25
Schedule of Reportable Transactions.....	26

Chris Wassenaar, CPA Brad Yoder, CPA
Eryn Stevens, CPA Chery DeBoer, CPA

INDEPENDENT AUDITORS' REPORT

Board of Trustees
CLT&E Pension Plan
Omaha, NE

Opinion

We have audited the accompanying financial statements of CLT&E Pension Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of 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.

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of CLT&E Pension 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 audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's 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 generally accepted auditing standards 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 generally accepted auditing standards, 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 CLT&E Pension 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 CLT&E Pension Plan's ability to continue as a going concern for a reasonable period of time.

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

Supplemental Schedules Required by ERISA

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of assets (held at end of year) and reportable transactions 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 has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards.

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

De Boer & Associates, PC

October 1, 2024

CLT&E PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2023 AND 2022

	2023	2022
ASSETS		
Investments at fair value (Notes 2 and 5):		
U.S. government and federal agency securities	\$ 7,106,270	\$ 2,509,324
Exchange-traded funds	28,940,332	23,740,490
Corporate bonds	10,286,193	3,062,018
Common and preferred stocks	66,043,348	62,280,049
Money market funds	5,510,789	11,768,942
Mutual funds	7,998,305	9,890,408
Investment partnerships	8,841,412	5,693,007
Total investments	134,726,649	118,944,238
Cash and cash equivalents	1,243,193	1,885,498
Receivables & Prepaids:		
Employer contributions (Note 2)	808,869	787,418
Accrued interest and dividends	238,984	133,430
Prepaid expenses	95,046	137,995
Other receivables (Note 10)	-	11,065
Total receivables	1,142,899	1,069,908
Fixed assets, at cost (Note 2):		
Computer hardware	12,886	14,101
Computer software	115,492	115,492
Furniture and equipment	35,091	33,885
Less: accumulated depreciation	(145,836)	(142,478)
Fixed assets, net	17,633	21,000
Total assets	137,130,374	121,920,644
LIABILITIES		
Accounts payable	7,604	12,095
Reciprocal contributions payable	78,175	111,614
Due to health and welfare fund (Note 8)	47,063	63,973
Total liabilities	132,842	187,682
Net Assets Available for Benefits	\$ 136,997,532	\$ 121,732,962

The accompanying notes are an integral part of these financial statements.

CLT&E PENSION PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
Additions to plan assets attributed to		
Employer contributions	\$ 8,481,528	\$ 8,429,543
Investment income:		
Net appr. (depr.) in fair value of investments	14,724,598	(18,782,769)
Interest	571,672	205,484
Dividends	2,386,835	2,001,174
Total investment income (loss)	17,683,105	(16,576,111)
Less: investment management fees	(495,141)	(584,617)
Net investment income (loss)	17,187,964	(17,160,728)
Other income (Note 10)	13,852	11,065
Total additions	25,683,344	(8,720,120)
Deductions from plan assets attributed to		
Pension benefits paid	9,756,982	9,811,184
Administrative Expenses	661,792	585,115
Total deductions	10,418,774	10,396,299
Net increase (decrease) during year	15,264,570	(19,116,419)
Net assets available for benefits		
Beginning of year	121,732,962	140,849,381
End of year	\$ 136,997,532	\$ 121,732,962

The accompanying notes are an integral part of these financial statements.

CLT&E PENSION PLAN
NOTES TO FINANCIAL STATEMENTS
FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

NOTE 1 – DESCRIPTION OF THE PLAN

The Plan was organized as a result of collective bargaining agreements to provide retirement benefits for participating employees. The Plan is managed by the Board of Trustees consisting of representatives from labor and management.

The purpose of the Plan is to provide the following benefits:

- (a) normal retirement benefit,
- (b) early retirement benefit,
- (c) joint and 50% survivor benefit,
- (d) total and permanent disability benefit,
- (e) vested benefit,
- (f) death benefit,
- (g) portability benefit, and
- (h) pro rata reciprocity benefit.

Participants commence vesting at 100% after they have completed at least five (5) years of service, as defined in the plan document with amendments.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared using the accrual method of accounting in accordance with generally accepted accounting principles.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

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. For more information on fair value measurements see Note 5.

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 includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Property and Equipment

Property and equipment are recorded at cost, less accumulated depreciation. Major additions are capitalized, whereas replacements, maintenance, and repairs, which do not improve or extend the useful lives of the respective assets, are currently expensed. Depreciation is computed on the straight-line method over the estimated useful lives of the assets.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, Continued

Revenue Recognition

Employers' contributions receivable represents accrued contributions from employers for the current year that were received after the end of the year. Delinquent employer contributions are not recorded as revenue until the amounts are known and received. This effectively establishes an allowance for doubtful accounts of all outstanding delinquent contributions that the amounts are either not yet known or collected.

Date of Management's Review

Subsequent events were evaluated through October 1, 2024, which is the date the financial statements were available to be issued.

NOTE 3 – FUNDING POLICY

The Plan provides for participating employers, unions and associations to contribute for each hour worked by their participating employees. The funding policy is based on the sum of two cost elements: (1) the normal cost and (2) amortization of the unfunded actuarial accrued liability over a period of years. The minimum funding requirements as required by ERISA have been met.

NOTE 4 – PROCEDURES IN EVENT OF TERMINATION OF PLAN

After payment of any and all obligations of the Plan, the Trustees shall distribute the remaining assets among the Participants and Beneficiaries in the following order:

1. Benefits for those already receiving benefits
2. Benefits for those eligible to retire and receive benefits
3. Benefits for those who have five (5) years of service but have not reached their 65th birthday
4. Provide for all other nonforfeitable benefits under the Plan
5. Use the balance of funds in a nondiscriminatory manner for the benefit of all Participants

Subject to adjustments determined by the PBGC, in case of termination of the Plan, Participants would be entitled to receive a benefit immediately thereafter which is equal or greater than the benefit he would have been entitled to receive immediately before the termination.

NOTE 5 – FAIR VALUE MEASUREMENTS

The framework for measuring fair values 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:

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 5 – 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.
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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.
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Level 3	Inputs to the valuation methodology are unobservable and significant to the fair value measurement.
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The fair value measurement level of the asset or liability within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

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

The fair value of exchange-traded funds, common and preferred stocks, mutual funds, and money market funds are based upon quoted market prices.

Certain U.S. government and federal agency securities are valued at the closing price reported in the active market in which the security is traded. Other U.S. government and federal agency securities are valued based on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar securities, the security is valued under a discounted cash flows 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 risks.

The fair value of corporate bonds and notes are valued under a discounted cash flows approach that maximizes observable inputs, such as current yields or similar inputs, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

Investment Partnerships are valued based on the NAV per share held by the Plan. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair market value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined probable that the fund will sell the investment for an amount different than the reported NAV. Additional information on redemptions of these investments can be found on the table under the heading “Fair Value of Investments in Entities that Use Net Asset Value with Redemption Restrictions”.

CLT&E PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 5 – FAIR VALUE MEASUREMENTS, Continued

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

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at Fair Value as of December 31, 2023 and 2022:

Assets at Fair Value as of December 31, 2023				
	Total	Level 1	Level 2	Level 3
US Government & Federal Agency	\$ 7,106,270	\$ 5,023,959	\$ 2,082,311	\$ -
Exchange-Traded Funds	28,940,332	28,940,332	-	-
Corporate Bonds and Notes	10,286,193	-	10,286,193	-
Common and Preferred Stocks	66,043,348	66,043,348	-	-
Money Market Funds	5,510,789	5,510,789	-	-
Mutual Funds	7,998,305	7,998,305	-	-
Total assets in fair value hierarchy	\$ 125,885,237	\$ 113,516,733	\$ 12,368,504	\$ -
Investments measured at NAV	8,841,412			
Total Investments at Fair Value	\$ 134,726,649			

Assets at Fair Value as of December 31, 2022				
	Total	Level 1	Level 2	Level 3
US Government & Federal Agency	\$ 2,509,324	\$ 1,121,472	\$ 1,387,852	\$ -
Exchange-Traded Funds	23,740,490	23,740,490	-	-
Corporate Bonds and Notes	3,062,018	-	3,062,018	-
Common and Preferred Stocks	62,280,049	62,280,049	-	-
Money Market Funds	11,768,942	11,768,942	-	-
Mutual Funds	9,890,408	9,890,408	-	-
Total assets in fair value hierarchy	\$ 113,251,231	\$ 108,801,361	\$ 4,449,870	\$ -
Investments measured at NAV	5,693,007			
Total Investments at Fair Value	\$ 118,944,238			

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 5 – FAIR VALUE MEASUREMENTS, Continued

Fair Value of Investments in Entities that Use Net Asset Value with Redemption Restrictions

The following table summarizes investments measured at fair value based on net asset value (NAVs) per shares at December 31, 2023 and 2022 with redemption restrictions:

Investment	Fair Value 12/31/2023	Fair Value 12/31/2022	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period	Holdback Provision
Investment Partnership - Intercontinental Real Estate Fund ¹	\$ 4,766,825	\$ 5,693,007	N/A	Quarterly	90 days before the end of the quarter	None
Investment Partnership - ProLoan Bond Fund, LLC	\$ 4,074,587	\$ -	N/A	Last business day of every month	10 business days	See Below ²

¹Intercontinental Real Estate Fund is organized for the objective and purpose of enabling its operating subsidiaries, U.S. Real Estate Investment REIT Fund, Inc (U.S. REIT), Bay State REIT, LLC (Bay State REIT) and U.S. Real Estate Investment Fund Non-REIT, LLC, to make investments in real estate assets; owning, managing, supervising, and disposing of such investments through its subsidiaries; sharing the profits and losses there from and engaging in such activities necessary, incidental, or ancillary thereto; and engaging in any other lawful act or activity for which limited liability companies may be organized under the Act in furtherance of the foregoing; provided, however, that the Fund shall make all qualifying investments only through one or more subsidiaries.

²There are two potential holdback provisions with respect to the ProLoan Bond Fund: (1) In the event that an investor withdraws 95% or more of its investment in the Fund, a portion (generally not to exceed 5%) of the withdrawal payment will be retained pending completion of the Fund's audit for the fiscal year in which the withdrawal occurs; and (2) In the event that investors request, as of any withdrawal date, a withdrawal of 20% or more of the aggregate assets of the Fund, Richmond Capital may take a reasonable amount of time to sell portfolio securities to satisfy the redemption request, not to exceed 45 days.

NOTE 6 – RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.

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

The Plan receives contributions from participating employers who are in the construction industry in Nebraska and Iowa. Employers must remit the contributions to the Plan along with a report on a monthly basis. There is no collateral or other security held by the Plan to secure these contributions.

At December 31, 2023, the book balance of deposits in local banks was \$1,243,193 while the bank balance was \$1,261,530, of which \$1,011,530 was not insured by the Federal Depository Insurance Company ("FDIC").

CLT&E PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 7 – ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

The last actuarial valuations were prepared by the Plan's consulting actuaries as of January 1, 2023 and January 1, 2022 and are summarized in the following tables.

Statements of Accumulated Benefits

	<u>January 1, 2023</u>	<u>January 1, 2022</u>
Actuarial present value of accumulated plan benefits		
Vested benefits:		
Participants receiving benefits	\$ 81,399,540	\$ 83,303,964
Participants not presently receiving benefits	<u>63,013,976</u>	<u>59,857,309</u>
	144,413,516	143,161,273
Non vested benefits:		
Non vested accumulated benefits	<u>4,118,609</u>	<u>3,232,119</u>
Total actuarial present value of accumulated benefits	<u>\$ 148,532,125</u>	<u>\$ 146,393,392</u>

Statements of Changes in Accumulated Benefits

	<u>Period Ended January 1, 2023</u>	<u>Period Ended January 1, 2022</u>
Actuarial present value of accumulated benefits as of January 1, 2022 and 2021	\$ 146,393,392	\$ 144,284,166
Increase (decrease) during the period attributable to:		
Change due to reduction in discount period	10,243,249	10,097,616
Change due to benefits paid	(10,396,299)	(10,191,719)
Change due to benefit accruals and actuarial gains	<u>2,291,783</u>	<u>2,203,329</u>
Net increase	<u>2,138,733</u>	<u>2,109,226</u>
Actuarial present value of accumulated benefits as of January 1, 2023 and 2022	<u>\$ 148,532,125</u>	<u>\$ 146,393,392</u>

Accumulated plan benefits are those future periodic payments that are attributable under the plan's provisions to the service participants have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated participants or their beneficiaries, (b) beneficiaries of participants who have died, and (c) present participants or their beneficiaries.

CLT&E PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 7 – ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS, Continued

The actuarial present value of accumulated plan benefits is determined by an actuary and is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money. The significant actuarial assumptions used in the valuations as of January 1, 2023 and 2022 were:

- 1) Retirement age – For January 1, 2023 and 2022: Retirement age of 70 or upon completion of service requirement if later, with 15% retirement rates for ages 55-60, 25% retirement rates for ages 61 to 64, and 50% retirement rate for ages 65 to 69.
- 2) Interest – 7.25%
- 3) Mortality – For January 1, 2023 and 2022:
 - Non-retired participants: RP2014 Blue Collar Employee Male and Female Mortality Tables adjusted to reflect Mortality Improvement Scale MP-2015 from the 2006 base year and projected forward using MP-2015 on a generational basis with ages set forward 2 years.
 - Retired participants: RP2014 Blue Collar Annuitant Male and Female Mortality Tables adjusted to reflect Mortality Improvement Scale MP-2015 from the 2006 base year and projected forward using MP-2015 on a generational basis with ages set forward 2 years.
 - Disabled Participants: RP-2014 Disabled Mortality fully projected using Scale MP2015 with ages set forward 2 years, separate tables for males and females.
- 4) Asset Valuation Method – Five year smoothing of actual market return versus assumed return. The actuarial value of assets cannot be less than 80% or more than 120% of the market value of the assets.
- 5) Actuarial Cost Method – Entry Age Normal Actuarial Cost Method.
- 6) Future Contributions Assumption – For January 01, 2023 and 2022, all active participants are assumed to work 1,450 hours per year with contributions of \$6.00 per hour made on their behalf.

Actuarial assumption changes since the prior year valuation include:

- For current liability purposes, the interest rate was changed to 2.19% from 1.91% in accordance with IRS guidance. (The statutory mortality tables also have been updated as required by law.)
- The withdrawal liability interest rate changed to 5.00% from 2.75%

The last actuarial reports as of January 1, 2023 and January 1, 2022 indicated the following unfunded actuarial accrued liability for the plan:

	<u>January 1, 2023</u>	<u>January 1, 2022</u>
Actuarial accrued liability	\$ 155,423,394	\$ 152,849,263
Fund balance-actuarial current value	<u>139,514,159</u>	<u>137,431,934</u>
Unfunded actuarial accrued liability	<u>\$ 15,909,235</u>	<u>\$ 15,417,329</u>

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 8 – RELATED PARTY TRANSACTIONS

Joint administrative and operating expenses are paid for by the Contractors, Laborers, Teamsters, and Engineers Health and Welfare Fund and then an allocation of the expenses is made to the Plan, who reimburses the Health and Welfare Fund. As of December 31, 2023 and 2022, the Plan owed administrative expenses of \$47,063 and \$63,973, respectively, to the Health and Welfare Fund.

NOTE 9 – TAX STATUS

The Internal Revenue Service has determined and informed the Plan by a letter dated August 12, 2014 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). The Plan sponsor believes that the Plan is currently designed and operated in compliance with applicable requirements of the Internal Revenue Code and the Plan and related trust continue to be tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

The Plan has adopted guidance on accounting for uncertainty in income taxes issued by the Financial Accounting Standards Board. Management of the Plan believes that the plan has taken no uncertain tax positions that require adjustment to the financial statements in order to comply with the provisions of this guidance. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 10 – SETTLEMENT INCOME

In January 2023, the Plan received funds totaling \$11,065 from LEBPCT relating to a pipe line agreement settlement. The funds received were related to hours worked in 2017 and 2018 and were thus recorded as a receivable on the December 31, 2022 financial statements and recorded with other income. In August 2023, the Plan received an additional \$13,852 and this is also recorded with other income on the December 31, 2023 financial statements.

NOTE 11 – CONTRIBUTIONS TO MULTIEMPLOYER EMPLOYEE BENEFIT PLANS

Defined Benefit Pension Plan

The Plan's office employees are covered by this multiemployer defined benefit pension plan. The risks of participating in a multiemployer plan are different from single-employer plans in the following aspects:

- Assets contributed to the multiemployer plan by one employer may be used to provide benefits to employees of other participating employers.
- If a participating employer stops contributing to the Plan, the unfunded obligations of the Plan may be borne by the remaining participating employers.
- If the Plan chooses to stop participating in this plan, the Plan may be required to pay those plans an amount based on the underfunded status of the Plan, referred to as withdrawal liability.

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 11 – CONTRIBUTIONS TO MULTIEMPLOYER EMPLOYEE BENEFIT PLANS, Continued

Defined Benefit Pension Plan, Continued

The Plan's participation in this plan for the years ended December 31, 2023 and 2022 is outlined in the following table. The "EIN/Pension Plan Number" column provides the Employer Identification Number (EIN) and the three-digit plan number. The zone status included in the table is based on the certified information received from the plan. Among other factors, plans in the red zone generally are less than 65 percent funded, plans in the yellow zone are less than 80 percent funded, and plans in the green zone are at least 80 percent funded. The "FIP/RP Status Pending/Implemented" column indicates plans for which a funding improvement plan (FIP) or a rehabilitation plan (RP) is either pending or has been implemented. In addition to regular plan contributions, the Plan may be subject to a surcharge if the Plan is in the red zone. The "Surcharge Imposed" column indicates whether a surcharge has been imposed on contributions to the Plan. There have been no significant changes that affect the comparability of 2023 and 2022 contributions.

Pension Fund	EIN/Pension Plan Number	Pension Protection Act Zone Status		FIP/RP Status Pending/Implemented	Contractor Contributions		Surcharge Imposed	Expiration Date of Collective-Bargaining Agreement(s) ¹
		2023	2022		2023	2022		
CLT&E Pension Plan	47-6049397, 001	Green	Green	No	\$ 35,955	\$ 27,575	No	See Below
			Total Contributions		\$ 35,955	\$ 27,575		
¹ The Plan is not party to a collective-bargaining agreement, but rather is able to contribute to the Plan through Participation Agreements, which do not expire.								

Contributions are made monthly under the terms of a participation agreement, which does not have an expiration date. The Plan was not listed in the previous Plan's Form 5500 as providing more than 5% of the total contributions for the Plan years ended December 31, 2023 and 2022.

Welfare Plan That Provides Postretirement Benefits

The Plan's office employees are covered by the CLT&E Health Plan that provides medical benefits to retirees and to eligible employees and their dependents. Contributions to this plan for the years ended December 31, 2023 and 2022 totaled \$28,927 and \$21,291, respectively.

NOTE 12 – FUTURE CAPITAL COMMITMENTS

The Plan entered into an agreement with Blackstone Infrastructure Partners L.P. on January 4, 2023 to invest \$6,000,000. As of December 31, 2023, no capital has yet been called for this investment.

CLT&E PENSION PLAN
SCHEDULE OF ADMINISTRATIVE EXPENSES
FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
Administrative expenses:		
Administrator's salary	\$ 52,055	\$ 48,740
Clerical salaries	111,954	82,180
Fringe benefits (Note 11)	64,881	48,866
Accounting fees	30,077	28,325
Actuarial fees	54,551	58,939
Attorney fees	19,588	14,507
Bond and insurance	175,503	166,163
Conferences	2,489	2,777
Consulting fees	5,000	5,000
Data processing	60,318	55,966
Depreciation	5,327	5,741
Dues and subscriptions	2,494	927
Office supplies	21,322	16,411
Postage	8,075	7,054
Rent	19,167	18,888
Repairs and maintenance	5,424	4,936
Payroll taxes	12,796	10,174
Taxes - other	3,793	2,346
Telephone	3,350	3,706
Utilities	3,628	3,469
Total administrative expenses	<u>\$ 661,792</u>	<u>\$ 585,115</u>

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of investment including maturity date, rate of interest, collateral,		(d) Cost	(e) Current Value
		Interest Rate	Maturity		
US Government and Federal Agency Securities:					
	United States Treasury Note	4.375%	11/30/2028	\$ 654,609	\$ 663,238
	United States Treasury Bond	3.000%	2/15/2049	51,665	52,225
	United States Treasury Note	1.625%	5/15/2026	739,987	752,387
	United States Treasury Note	3.500%	4/30/2028	574,421	578,859
	United States Treasury Note	1.250%	12/31/2026	47,021	45,258
	United States Treasury Note	0.875%	9/30/2026	68,381	64,315
	United States Treasury Bond	2.000%	2/15/2050	99,982	80,491
	United States Treasury Bond	2.375%	5/15/2051	85,405	87,335
	United States Treasury Note	1.375%	11/15/2031	300,438	301,602
	United States Treasury Note	3.875%	8/5/2033	219,407	235,852
	United States Treasury Note	3.750%	5/31/2030	199,798	200,312
	United States Treasury Note	4.625%	11/15/2026	1,024,020	1,032,312
	United States Treasury Note	1.875%	2/15/2032	517,527	520,442
	United States Treasury Note	3.500%	1/31/2030	57,030	56,763
	United States Treasury Note	3.250%	6/30/2029	350,148	352,568
	Federal National Mtg Assn Pool Fs4377	3.000%	4/1/2052	121,807	120,744
	Federal National Mtg Assn Pool 896017	6.500%	8/1/2036	198	206
	Federal National Mtg Assn Pool Ma4438	2.500%	10/1/2051	85,195	79,067
	Federal National Mtg Assn Pool Ma4732	4.000%	9/1/2052	26,606	26,469
	Federal National Mtg Assn Pool Ma4761	5.000%	9/1/2052	289,087	294,168
	Federal National Mtg Assn Pool Ma4512	2.500%	12/1/2051	1,466	1,499
	Federal National Mtg Assn Pool Ma4587	2.500%	4/1/2042	44,231	39,921
	Federal National Mtg Assn Pool Ma4600	3.500%	5/1/2052	52,513	53,384
	Federal National Mtg Assn Pool Ma4869	5.500%	1/1/2053	267,910	269,965
	Federal National Mtg Assn Pool Ma4842	5.500%	12/1/2052	39,881	39,840
	Federal National Mtg Assn Pool Ma4656	4.500%	7/1/2052	80,314	79,483
	FHLMC 20 Yr Gold Rb5163	3.000%	5/1/2042	26,677	26,553
	FHLMC 30 Yr Gold Ra6815	2.500%	2/1/2052	41,121	39,634
	FHLMC 30 Yr Gold Sd2253	3.500%	12/1/2052	635,724	639,530
	FHLMC 30 Yr Gold Sd8221	3.500%	6/1/2052	110,153	112,167
	FHLMC 30 Yr Gold Sd8277	5.500%	12/1/2052	219,236	220,157
	FHLMC 30 Yr Gold Sd8267	5.000%	11/1/2052	39,483	39,524
Total US Government and Federal Agency Securities				\$ 7,071,441	\$ 7,106,270
Exchange-Traded Funds:					
	Blackrock Short Maturity Bon	Quantity			
	SPDR Bloomberg 1-3 months T-B	121,276	\$ 6,077,114	\$ 6,126,863	
	Vanguard S&P 500 ETF	2,058	188,197	188,081	
	Vangaurd Total Bond Market	18,712	7,634,094	8,173,401	
		196,492	14,502,910	14,451,987	
Total Exchanged-Traded Funds				\$ 28,402,315	\$ 28,940,332
Corporate Bonds:					
	Abbvie Inc	Interest Rate	Maturity		
	Advance Auto Parts Inc	2.950%	11/21/2026	\$ 199,015	\$ 202,436
	Aecom	5.950%	3/9/2028	57,456	60,993
	Air Lease Corp	5.125%	3/15/2027	60,175	58,514
	Amazon.Com Inc	3.250%	10/1/2029	197,755	203,834
	American Electric Power Co Inc	1.500%	6/3/2030	48,244	42,372
	Apple Inc	5.625%	3/1/2033	203,791	207,700
	Asbury Automotive Group Inc	1.700%	8/5/2031	46,711	41,058
	Ball Corp	4.750%	3/1/2030	58,047	58,991
	Ball Corp	6.000%	6/15/2029	59,507	61,219
	Ball Corp	4.875%	3/15/2026	63,810	64,719
	Bank Of America Corp Fxd To 022030 Var Thrafr 2.4960%	6.875%	3/15/2028	57,330	59,194
	Bank Of America Corp Fxd To 102024 Var Thrafr 2.4560%	2.496%	2/13/2031	47,978	41,261
	Bank Of America Corp Fxd To 072031 Var Thrafr 2.2990%	2.456%	10/22/2025	195,593	198,818
		2.299%	7/21/2032	202,227	206,720

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

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		Interest					
		Rate	Maturity				
Corporate Bonds (continued):							
	Bath & Body Works Inc	6.750%	7/1/2036	\$	62,512	\$	63,356
	Bath & Body Works Inc	5.250%	2/1/2028		58,081		60,467
	Boeing Co/The	2.196%	2/4/2026		198,382		202,339
	Boyd Gaming Corp	4.750%	12/1/2027		60,856		59,718
	Callon Petroleum Co	6.375%	7/1/2026		58,836		60,073
	Capital One Financial Corp	4.200%	10/29/2025		197,545		201,388
	Carpenter Technology Corp	6.375%	7/15/2028		61,603		61,196
	Carpenter Technology Corp	7.625%	3/15/2030		57,995		60,142
	Cco Holdings Llc / Cco Holdings Capital Corp	4.500%	5/1/2032		60,587		60,926
	Cdw Llc / Cdw Finance Corp	5.500%	12/1/2024		19,665		17,925
	Cedar Fair Lp / Canada'S Wonde Rland Co / Magnum Management C	5.375%	4/15/2027		58,594		58,950
	Centene Corp	4.250%	12/15/2027		56,987		56,900
	Century Communities Inc	6.750%	6/1/2027		56,185		55,590
	Charter Communications Operati Ng Llc / Charter Communication	5.375%	5/1/2047		49,227		52,178
	Charter Communications Operati Ng Llc / Charter Communication	5.750%	4/1/2048		57,359		57,949
	Chemours Co/The	5.375%	5/15/2027		59,420		58,692
	Cheniere Corpus Christi Holdings Llc	5.875%	3/31/2025		196,346		196,519
	Citigroup Inc Fxd To 072027 Var Thrafr 3.6680%	3.668%	7/24/28		47,307		42,003
	Citigroup Inc Fxd To 012027 Var Thrafr 3.8870%	3.887%	1/10/28		297,577		302,993
	Cleveland-Cliffs Inc	5.875%	6/1/27		59,869		59,840
	Comcast Corp	1.950%	1/15/31		47,280		41,347
	Commercial Metals Co	3.875%	2/15/31		57,640		57,601
	Credit Acceptance Corp	6.625%	3/15/26		60,063		60,037
	Crowdstrike Holdings Inc	3.000%	2/15/29		58,903		61,659
	Crown Americas Llc / Crown Americas Capital Corp V	4.250%	9/30/26		56,106		57,368
	Crown Americas Llc	5.250%	4/1/30		57,584		58,971
	Crown Cork & Seal Co Inc	7.375%	12/15/26		61,764		59,042
	Cvs Health Corp	4.300%	3/25/28		46,183		40,346
	Dcp Midstream Operating Lp	5.375%	7/15/25		59,843		58,090
	Dell Inc	6.500%	4/15/38		28,885		30,039
	Delta Air Lines Inc	7.375%	1/15/26		61,424		59,145
	Delta Air Lines Inc	2.900%	10/28/24		46,421		46,638
	Edison International	5.750%	6/15/27		99,233		100,251
	Encompass Health Corp	4.500%	2/1/28		60,947		60,383
	Encompass Health Corp	4.750%	2/1/30		60,783		61,333
	Energy Transfer Lp	5.750%	4/1/25		58,972		59,977
	Energy Transfer Lp	5.250%	4/15/29		200,822		204,738
	Enlink Midstream Partners Lp	4.850%	7/15/26		58,106		59,117
	Enterprise Products Operating Llc	2.800%	1/31/30		32,124		28,121
	Eqm Midstream Partners Lp	5.500%	7/15/28		60,851		60,588
	Eqm Midstream Partners Lp	6.500%	7/15/48		56,892		64,645
	Firstenergy Corp	4.150%	7/15/27		60,079		59,792
	Fluor Corp	4.250%	9/15/28		59,558		58,224
	Ford Motor Co	4.346%	12/8/26		57,884		58,513
	Ford Motor Co	9.625%	4/22/30		57,359		57,791
	General Motors Financial Co Inc	4.300%	7/13/25		198,531		199,788
	General Motors Financial Co Inc	5.400%	4/6/26		59,791		60,398
	Goldman Sachs Group Inc/The Fx D To 122025 Var Thrafr 1.093%	1.093%	12/9/26		197,132		201,963
	Goldman Sachs Group Inc/The	2.600%	2/7/30		47,976		41,332
	Griffon Corp	5.750%	3/1/28		58,957		58,949
	Hb Fuller Co	4.250%	10/15/28		58,554		59,362
	Hca Inc	5.375%	2/1/25		61,443		59,988
	Hewlett Packard Enterprise Co	4.900%	10/15/25		199,011		199,419
	Hexcel Corp	4.200%	2/15/27		5,575		5,780
	Hillenbrand Inc	3.750%	3/1/31		57,917		56,452
	Hilton Domestic Operating Co Inc	4.875%	1/15/30		61,014		60,165
	Hilton Worldwide Finance Llc / Hilton Worldwide Finance Corp	4.875%	4/1/27		116,797		117,848
	Howmet Aerospace Inc	5.900%	2/1/27		57,698		58,578

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

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		Interest			
		Rate	Maturity		
Corporate Bonds (continued):					
	Howmet Aerospace Inc	6.750%	1/15/28	\$ 54,921	\$ 52,687
	Jpmorgan Chase & Co Fxd To 072028 Var Thrafr 4.2030%	4.203%	7/23/29	65,082	56,377
	Jpmorgan Chase & Co Fxd To 042025 Var Thrafr 4%	4.000%	Perpetual	100,130	101,265
	Lamar Media Corp	3.750%	2/15/28	58,642	61,366
	Lamar Media Corp	4.875%	1/15/29	60,221	60,107
	Macy'S Retail Holdings Llc	4.500%	12/15/34	14,882	16,353
	Meritage Homes Corp	6.000%	6/1/25	38,318	38,004
	Mgic Investment Corp	5.250%	8/15/28	58,813	58,532
	Mgm Resorts International	5.500%	4/15/27	60,291	59,616
	Mgm Resorts International	5.750%	6/15/25	59,739	58,931
	Murphy Oil Corp	5.875%	12/1/27	57,741	58,769
	Northern Trust Corp	6.125%	11/2/32	203,331	209,697
	Nrg Energy Inc	5.750%	1/15/28	57,194	59,816
	Olin Corp	5.000%	2/1/30	59,285	61,178
	Olin Corp	5.625%	8/1/29	60,666	59,248
	Onemain Finance Corp	9.000%	1/15/29	57,848	60,392
	Pacific Gas And Electric Co	5.450%	6/15/27	59,352	60,500
	Pacific Gas And Electric Co	4.950%	7/1/50	56,092	60,297
	Patterson-Uti Energy Inc	3.950%	2/1/28	60,313	60,804
	Pbf Holding Co Llc / Pbf Finance Corp	6.000%	2/15/28	57,394	59,526
	Pdc Energy Inc	5.750%	5/15/26	19,673	18,975
	Penske Automotive Group Inc	3.500%	9/1/25	60,875	60,188
	Pg&E Corp	5.250%	7/1/30	60,615	62,909
	Pilgrim'S Pride Corp	6.250%	7/1/33	58,217	61,724
	Qvc Inc	5.450%	8/15/34	20,910	11,958
	Radian Group Inc	6.625%	3/15/25	59,152	57,078
	Range Resources Corp	4.875%	5/15/25	60,450	59,259
	Rhp Hotel Properties Lp / Rhp Finance Corp	4.750%	10/15/27	20,600	19,385
	Royal Caribbean Cruises Ltd	3.700%	3/15/28	59,225	61,793
	Sba Communications Corp	3.875%	2/15/27	58,484	58,512
	Sba Communications Corp	3.125%	2/1/29	46,850	47,672
	Seagate Hdd Cayman	4.875%	6/1/27	58,780	59,880
	Seagate Hdd Cayman	5.750%	12/1/34	61,687	62,595
	Service Corp International/Us	5.125%	6/1/29	61,166	60,903
	Shea Homes Limited Partnership A California Lp	4.750%	2/15/28	59,056	60,726
	Sm Energy Co	6.625%	1/15/27	29,522	29,056
	Southwestern Energy Co	5.375%	2/1/29	58,238	58,612
	Spirit Aerosystemsinc	3.850%	6/15/26	62,172	62,561
	Sprint Capital Corp	6.875%	11/15/28	58,536	59,629
	Sprint Llc	7.125%	6/15/24	58,675	56,334
	Sprint Llc	7.625%	3/1/26	19,024	16,717
	Talos Production Inc	12.000%	1/15/26	59,044	57,772
	Tegna Inc	5.000%	9/15/29	57,730	59,589
	Teleflex Inc	4.625%	11/15/27	57,875	58,421
	Tenet Healthcare Corp	6.125%	6/15/30	57,037	61,586
	Tenet Healthcare Corp	6.125%	10/1/28	44,539	46,771
	Tenet Healthcare Corp	4.875%	1/1/26	58,331	59,309
	Toronto-Dominion Bank/The	5.103%	1/9/26	197,778	199,543
	Transdigm Inc	7.500%	3/15/27	58,318	57,292
	Transdigm Inc	5.500%	11/15/27	60,201	60,903
	Travel + Leisure Co	6.600%	10/1/25	59,135	57,179
	Tri Pointe Group Inc / Tri Pointe Homes Inc	5.875%	6/15/24	51,607	50,064
	United Rentals North America Inc	5.250%	1/15/30	60,803	63,255
	United Rentals North America Inc	4.000%	7/15/30	50,792	49,652
	Unitedhealth Group Inc	2.750%	5/15/40	52,802	43,206
	Usa Compression Partners Lp / Usa Compression Finance Corp	6.875%	9/1/27	57,948	58,402
	Verizon Communications Inc	2.555%	3/21/31	48,406	41,378
	Vital Energy Inc	10.120%	1/15/28	57,855	58,829

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

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		Rate	Maturity				
Corporate Bonds (continued):							
	Walgreens Boots Alliance Inc	3.800%	11/18/24	\$	37,337	\$	37,313
	Wells Fargo & Co Fxd To 022030 Var Thrafr 2.5720%	2.572%	2/11/31		32,106		27,676
	Wells Fargo & Co Fxd To 042025 Var Thrafr 3.908%	3.908%	4/25/26		297,398		300,210
	Western Digital Corp	4.750%	2/15/26		55,218		56,886
	Xpo Cnw Inc	6.700%	5/1/34		58,209		60,890
	Yum! Brands Inc	5.375%	4/1/32		57,548		60,153
	Yum! Brands Inc	4.625%	1/31/32		62,039		60,640
	Zimmer Biomet Holdings Inc	1.450%	11/22/24		195,144		198,592
Total Corporate Bonds				\$	10,256,036	\$	10,286,193
		Number of Shares					
Common and Preferred Stocks:							
	Abb Ltd Adr (Abbny)	1,030		\$	34,283	\$	45,648
	Adidas Ag (Addyy)	567			53,203		57,674
	Advanced Micro Devices (Amd)	713			76,122		105,103
	Adyen N V Unspnsred Adr (Adyey)	1,689			46,360		21,766
	Aena Sme Sa Unsp Adr (Anyyy)	6,195			101,981		112,297
	Aia Group Ltd Spon Adr (Aagiy)	3,198			140,907		111,479
	Aia Group Ltd Spon Adr (Aagiy)	4,264			188,000		148,639
	Air Liquide Adr (Aiquy)	2,285			63,542		88,909
	Airbus Se Unspnsored Adr (Eadsy)	5,101			158,293		196,909
	Ajinomoto Inc Adr (Ajiny)	1,126			37,785		43,449
	Akzo Nobel Nv Adr (Akzoy)	6,561			175,876		180,756
	Alarm Com Hldgs Inc Com (Alrm)	2,537			158,088		163,941
	Alibaba Group Hldg Ltd (Baba)	153			18,614		11,859
	Alibaba Group Hldg Ltd (Baba)	2,787			427,116		216,020
	Allegion Pub Ltd Co (Alle)	871			93,007		110,347
	Allianz Se Adr (Alizy)	5,068			115,037		135,452
	Allstate Corp (All)	780			78,000		109,184
	Alphabet Inc Cl C (Goog)	8,408			1,113,873		1,184,939
	Alstom Adr (Alsmly)	110,171			236,614		148,290
	Amadeus It Group S.A Adr (Amady)	412			28,685		29,528
	Amadeus It Group S.A Adr (Amady)	1,056			76,492		75,684
	Amazon Com Inc (Amzn)	7,892			1,201,058		1,199,111
	Amer Intl Gp Inc New (Aig)	5,325			152,487		360,769
	American Elec Pwr Co Inc (Aep)	1,920			164,158		155,942
	Anheuser Busch Inbev Sa Spon (Bud)	467			27,638		30,178
	Anheuser Busch Inbev Sa Spon (Bud)	2,145			109,728		138,610
	Aon Plc Cl A (Aon)	122			40,392		35,504
	Appfolio Inc Cl A (Appf)	1,489			191,514		257,954
	Apple Inc (Aapl)	7,875			1,237,058		1,516,174
	Applied Ind Tech Inc (Ait)	1,574			105,596		271,814
	Aptargroup Inc (Atr)	1,602			173,236		198,039
	Argenx Se Adr (Argx)	80			31,947		30,454
	Arrow Electronics (Arw)	2,489			220,959		304,280
	Ashtead Group Plc Adr (Ashty)	125			36,676		34,815
	Asm International Nv (Asmiy)	81			39,859		42,069
	Asml Holding Nv Ny Reg New (Asml)	311			219,489		235,402
	Asml Holding Nv Ny Reg New (Asml)	168			137,031		127,163
	Assa Abloy Ab Unsp Adr (Asazy)	3,245			34,161		46,738
	Astrazenecaplc Adr (Azn)	1,883			52,875		126,820
	Astrazenecaplc Adr (Azn)	1,026			64,746		69,101
	Astrazenecaplc Adr (Azn)	2,461			157,375		165,748
	At&T Inc (T)	5,712			108,677		95,847
	Atlassian Corporationcl A (Team)	368			56,116		87,533
	Atrion Corp (Atri)	507			292,038		192,047
	Axa Ads (Axahy)	3,674			89,557		119,684

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
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		Description of				
		investment including maturity date, rate of interest, collateral, Number of Shares				
Common and Preferred Stocks (continued):						
	Banco Bilbao Viz Arg Sa Ads (Bbva)	4,049	\$	38,107	\$	36,886
	Banco Bradesco S A New (Bbd)	16,709		44,764		58,481
	Bank Rakyat Indonesia ADR (Bkrky)	8,101		124,957		150,606
	Barclays Plc ADR (Bcs)	25,511		202,540		201,027
	Baxter Intl Inc (Bax)	8,464		381,129		327,218
	Bayer Ag Spon ADR (Bayry)	5,269		76,048		48,933
	Beacon Roofing Supply Inc (Bech)	5,457		300,823		474,868
	Beigene Ltd (Bgne)	52		17,723		9,321
	Bill Holdings Inc (Bill)	372		70,140		30,352
	Bio-Techne Corp (Tech)	4,715		415,531		363,809
	Bjs Whsl Club Hldgs Inc (Bj)	7,113		452,535		474,153
	Blackline Inc (Bl)	1,958		150,818		122,258
	Bnp Paribas Sp ADR Repstg (Bnpqy)	1,508		37,791		52,132
	Bp Plc ADR (Bp)	9,314		246,437		329,716
	Bp Plc ADR (Bp)	695		22,728		24,603
	Bp Plc ADR (Bp)	5,614		183,673		198,736
	Bright Horizons Family Solut (Bfam)	1,598		141,741		150,596
	British Amer Tob Spon ADR (Bti)	7,059		253,511		206,758
	British Amer Tob Spon ADR (Bti)	1,289		48,002		37,755
	British Amer Tob Spon ADR (Bti)	3,559		119,867		104,243
	Brookfield Corp Cl A (Bn)	925		44,521		37,111
	Bunzl Plc New (Bzlfy)	822		33,212		33,427
	Canadian Natural Resources Ltd (Cnq)	2,588		113,354		169,566
	Canadian Pacific Kansas City (Cp)	395		31,925		31,229
	Canadian Pacific Kansas City (Cp)	1,235		96,963		97,639
	Capgemini S E Unsponsored ADR (Cgemy)	1,164		41,364		48,540
	Capitec Bank Holdings Ltd ADR (Ckhgy)	1,544		60,233		85,542
	Cardinal Health Inc (Cah)	2,765		177,007		278,712
	Carlisle Co Inc (Csl)	1,698		317,379		530,506
	Carlyle Group Inc (Cg)	2,463		78,910		100,219
	Carmax Inc (Kmx)	2,385		152,112		183,025
	Carrefour Sa Sponsored ADR (Crrfy)	23,060		86,185		84,400
	Casella Waste Sys Inc Cl A (Cwst)	1,106		96,342		94,519
	Cencora Inc (Cor)	576		80,960		118,299
	Cenovus Energy Inc Com (Cve)	3,055		40,116		50,866
	Charles River Labs Intl Inc (Crl)	874		173,457		206,614
	Charles Schwab New (Schw)	1,093		38,924		75,198
	Charles Schwab New (Schw)	1,018		73,961		70,038
	Chewy Inc Cl A (Chwy)	3,290		105,299		77,743
	China Merchants Bk Co Ltd Unsp (Cihky)	806		30,755		14,038
	China Merchants Bk Co Ltd Unsp (Cihky)	5,085		192,509		88,565
	Chipotle Mexican Grill Inc Com (Cmg)	87		149,345		198,966
	Chubb Ltd (Cb)	784		161,920		177,184
	Cisco Sys Inc (CSCO)	6,316		286,431		319,084
	Citigroup Inc New (C)	9,513		475,344		489,349
	Citizens Financial Group Inc (Cfig)	2,639		109,227		87,456
	Cognizant Tech Solutions Cl A (Ctsh)	4,289		248,529		323,948
	Colgate Palmolive Co (Cl)	1,047		79,696		83,456
	Comcastcorp (New) Class A (Cmcsa)	6,797		196,200		298,048
	Compagnie Fin Richemontag ADR (Cfruy)	5,180		60,880		71,241
	Compass Group Plc Spd ADR (Cmpgy)	2,903		63,441		79,417
	Conocophillips (COP)	1,220		67,326		141,605
	Constellationbrands Inc Cl A (Stz)	365		41,316		88,239
	Constellationenergy Corp (Ceg)	605		67,151		70,718
	Core & Main Inc Cl A (Cnm)	6,929		196,550		280,001
	Core & Main Inc Cl A (Cnm)	7,306		217,398		295,235
	Cosan S A ADR (Csan)	9,586		146,001		150,117
	Coupang Inc Cl A (Cpng)	875		18,676		14,166

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c)		(d) Cost	(e) Current Value
		Description of			
		investment including maturity date, rate of interest, collateral, Number of Shares			
Common and Preferred Stocks (continued):					
	Credicorp Ltd (Bap)	458	\$	57,993	\$ 68,668
	Crh Plc (Crh)	455		18,186	31,468
	Croda Intl Plc Adr (Coihy)	951		27,018	30,612
	Crown Castle Inc (Cci)	757		72,082	87,199
	Cryoport Inc (Cyrx)	2,221		78,057	34,403
	Cts Corporation(Cts)	3,583		163,434	156,720
	Daiichi Sankyo Co Ltd Spon Adr (Dsnky)	3,788		93,802	104,037
	Danaher Corporation(Dhr)	363		90,048	83,976
	Danone Sponsored Adr (Danoy)	13,423		160,213	174,016
	Dbs Group Holdings Ltd Sp (Dbsdy)	449		43,356	45,489
	Descartes Systems Group Inc (Dsgx)	1,827		137,657	153,578
	Deutsche Telekom Ag Adr (Dtegy)	7,526		148,662	180,820
	Diageo Plc Spon Adr New (Deo)	1,055		175,528	153,671
	Disco Corp Adr (Dscsy)	892		20,953	22,132
	Dollar Gen Corp New Com (Dg)	2,157		389,026	293,244
	Dollar Gen Corp New Com (Dg)	930		156,090	126,433
	Donaldson Co Inc (Dci)	5,177		269,421	338,317
	Douglas Dynamics Inc Com (Plow)	7,564		273,299	224,500
	Dsv As Adr (Dsdvy)	591		66,372	51,911
	Eagle Matls Inc (Exp)	1,171		187,985	237,526
	Edenred S A Adr (Ednmy)	1,130		29,865	33,790
	Eisai Co Ltd Adr (Esaiy)	1,965		32,580	24,572
	Elevance Health Inc (Elv)	550		158,991	259,358
	Elevance Health Inc (Elv)	121		61,690	57,059
	Eli Lilly & Co (Lly)	729		230,714	424,949
	Endava Plc Adr (Dava)	2,584		239,604	201,164
	Enel Societa Per Azioni Adr (Enlay)	4,356		33,822	32,382
	Enel Societa Per Azioni Adr (Enlay)	27,804		186,278	206,695
	Enn Energy Holdings Ltd Unspn (Xngsy)	878		58,376	25,862
	Entain Plc Adr (Gmvhy)	1,566		30,581	19,848
	Epam Systems (Epam)	177		114,740	52,629
	Essilorluxotticaadr (Esloy)	357		35,605	35,808
	Evertec Inc (Evtc)	3,980		161,233	162,941
	Evolution Ab Adr (Evvtv)	387		47,813	46,166
	Exelon Corp (Exc)	2,720		110,685	97,648
	Exponent Inc (Expo)	1,995		205,965	175,640
	Fabrinet (Fn)	705		64,457	134,183
	Fanuc Corporationunsp Adr (Fanuy)	10,133		160,826	149,036
	Ferrari N V (Race)	117		39,402	39,596
	Fidelity National Financial In (Fnf)	4,595		165,608	234,437
	Fidelity Natl Information Se (Fis)	4,466		397,397	268,273
	First Citiz Bancshares A (Fcnca)	279		237,218	395,893
	Firstcash Hldgs Inc (Fcfs)	2,688		171,289	291,352
	Floor & Decor Hldgs Inc Cl-A (Fnd)	2,460		265,972	274,438
	Flutter Entmt Plc Adr (Pdypy)	848		47,519	74,939
	Fortescue Metals Group Ltd Adr (Fsugy)	2,340		67,112	92,673
	Fortrea Holdings Inc (Ftre)	1,879		70,439	65,577
	Fortune Brands Innovations Inc (Fbin)	5,979		361,185	455,241
	Fox Corp Cl A (Foxa)	4,352		155,364	129,124
	Fujitsu Ltd Adr New (Fjtsy)	1,008		28,383	30,423
	Galaxy Entmt Group Ltd Adr (Gxyyy)	797		24,115	22,327
	Gallagher Arthur J & Co (Aig)	454		43,304	102,096
	Gates Industrial Corp Plc (Gtes)	21,265		258,387	285,376
	General Electric Co (Ge)	742		65,924	94,701
	General Mtrs Co (Gm)	9,235		293,709	331,721
	Genpact Ltd (G)	12,921		465,489	448,488
	Givaudan Sa Adr (Gvdny)	402		36,970	33,282
	Glencore Plc Adr (Glncy)	6,314		74,659	76,002

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of investment including maturity date, rate of interest, collateral, Number of Shares	(d) Cost	(e) Current Value
Common and Preferred Stocks (continued):				
	Globant S.A (Glob)	674	\$ 128,119	\$ 160,399
	Goldman Sachs Grp Inc (Gs)	457	143,571	176,297
	Goldman Sachs Grp Inc (Gs)	155	55,452	59,794
	Goosehead Insurance Inc Clas A (Gshd)	3,762	181,936	285,160
	Grupo Aeroportuariodel (Pac)	103	17,802	18,048
	Grupo Financiero Banorte Sab (Gbooy)	3,014	109,884	152,261
	Gsk Plc Adr (Gsk)	4,188	152,781	155,207
	Guidewire Software Inc (Gwre)	2,917	274,820	318,070
	Hamilton Lane Cl A (Hlne)	2,929	258,913	332,266
	Hdfc Bank Ltd Adr (Hdb)	1,024	71,592	68,721
	Hdfc Bank Ltd Adr (Hdb)	4,056	280,283	272,198
	Healthequity Inc Com (Hqy)	3,239	211,038	214,746
	Heico Corp Class A (Hei'A)	2,631	355,686	374,760
	Heidelberg Materials Ag Adr (Hdely)	2,232	31,696	39,913
	Henry Schein Inc (Hsic)	6,578	480,871	498,020
	Hermes Intl Sca Unspn Adr (Hesay)	40	5,570	8,446
	Hexagon Ab Adr (Hxgby)	4,160	59,922	49,928
	Hong Kong Exchanges & Clearing (Hkxyc)	486	28,251	16,680
	Houlihan Lokey Inc Cl A (Hli)	3,419	245,546	409,972
	Hoya Corp Spons Adr (Hocpy)	243	36,415	30,379
	Humana Inc (Hum)	267	104,918	122,235
	Humana Inc (Hum)	202	94,241	92,478
	Iberdrola Sa Spon Adr (Ibdry)	1,574	70,147	82,555
	Icici Bank Ltd (Ibn)	2,350	49,611	56,024
	Icici Bank Ltd (Ibn)	8,970	187,423	213,845
	Industria De Diseno Textil Ind (Idexy)	2,398	41,251	52,224
	Infineon Technologies Ag (Ifnny)	1,009	38,109	42,132
	Infosys Limited Adr (Infy)	1,563	35,765	28,728
	Ing Groep Nv Adr (Ing)	2,344	33,671	35,207
	Ing Groep Nv Adr (Ing)	8,298	87,090	124,636
	Insight Enterprises Inc (Nsit)	2,405	237,059	426,142
	Intercontinental Exchange Inc (Ice)	1,024	107,312	131,512
	International Flavors&Fragranc(Iff)	1,126	90,413	91,172
	Interpublic Group Of Cos Inc (Ipg)	11,228	267,781	366,482
	Intuit Inc (Intu)	296	152,098	185,009
	Intuitive Surgical Inc (Isrg)	614	193,903	207,139
	Itau Unibanco Multiple Adr (Itub)	4,365	25,081	30,337
	Itt Inc (Itt)	2,241	178,902	267,396
	Jbs S A Spon Adr (Jbsay)	2,532	17,445	25,968
	Jd Com Inc Spon Adr Cl A (Jd)	318	24,205	9,187
	Jd Com Inc Spon Adr Cl A (Jd)	2,339	173,917	67,574
	John Bean Technologies Corp (Jbt)	1,707	214,364	169,761
	Jpmorgan Chase & Co (Jpm)	1,528	103,469	259,913
	Kadant Inc (Kai)	565	114,709	158,375
	Kering S A Adr New (Ppruy)	418	29,494	18,424
	Kering S A Adr New (Ppruy)	2,950	148,058	130,024
	Kingfisher Plc Spons Adr New (Kgfh)	5,042	28,785	31,276
	Kingspan Group Plc Unspn Adr (Kgspy)	293	18,659	25,375
	Kinsale Cap Group Inc (Knsi)	649	168,095	217,357
	Koninklijke Phil El Sp Adr New (Phg)	8,701	214,618	202,994
	Koninklijke Phil El Sp Adr New (Phg)	7,114	131,933	165,970
	Kraft Heinz Co Com (Khc)	10,371	392,018	383,520
	Laboratorycp Amer Hldgs New (Lh)	1,295	266,816	294,341
	Lasertec Corp Adr (Lsry)	485	18,988	25,575
	Lear Corp (Lea)	544	70,747	76,818
	Legal & General Plc (Lgny)	5,113	72,840	81,834
	Leidos Hldgs Inc (Ldos)	3,339	304,887	361,413
	Lemaitre Vascular Inc (Lmat)	2,294	120,734	130,207

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c)	(d) Cost	(e) Current Value
		Description of		
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Common and Preferred Stocks (continued):				
	Li Ning Company Ltd ADR (Lnngy)	49	\$	\$
	Linde Plc (Lin)	201		
	Linde Plc (Lin)	126		
	London Stk Exchange Group ADR (Lnsty)	1,084		
	Lonza Group Ag Zuerich ADR (Lzagy)	535		
	Lululemon Athletica Inc (Lulu)	229		
	Lvmh Moet Hennessy Louis Vuitt (Lvmuy)	1,096		
	L3Harris Technologies Inc (Lhx)	1,859		
	Manhattan Assoc Inc (Manh)	926		
	Marsh & McLennan Cos Inc (Mmc)	601		
	Mastercard Inc Cl A (Ma)	947		
	Medpace Holdings, Inc. (Medp)	726		
	Medtronic Plc Shs (Mdt)	4,477		
	Meituan ADR (Mpngy)	4,509		
	Mercadolibre Inc (Meli)	41		
	Meta Platforms Inc Cl A (Meta)	2,412		
	Micron Tech Inc (Mu)	3,169		
	Microsoft Corp (Msft)	908		
	Microsoft Corp (Msft)	5,625		
	Minh Group Ltd (Mnthy)	1,225		
	Mongodb Inc Cl A (Mdb)	258		
	Monolithic Pwr Systems Inc (Mpwrr)	144		
	Morgan Stanley (Ms)	711		
	Morningstar Inc Common (Morn)	613		
	Mtu Aero Engines Ag (Mtuay)	418		
	Murata Manufacturing Co Ltd (Mraay)	16,199		
	Murphy Usa Inc Com (Musa)	795		
	Natwest Group Plc ADR (Nwg)	8,811		
	Neste Oyj ADR (Ntoiy)	1,727		
	Nestle Spon ADR Rep Reg Shr (Nsrgy)	896		
	Netease.Com Inc ADS (Ntes)	296		
	Netflix Inc (Nflx)	446		
	Newell Brands Inc (Nwl)	8,515		
	Nice Ltd ADR (Nice)	168		
	Nike Inc B (Nke)	805		
	Nippon Telegraph&Telephone ADS (Nttyy)	1,166		
	Novanta Inc (Novt)	1,846		
	Novartis Ag ADR (Nvs)	1,081		
	Novo Nordisk A/S ADR (Nvo)	1,759		
	Novo Nordisk A/S ADR (Nvo)	2,916		
	Nu Hldgs Ltd Ord Shs Cl A (Nu)	2,527		
	Nvent Electric Plc (Nvt)	5,442		
	Nvidia Corporation(Nvda)	1,897		
	Old Dominion Freight Line (Odfl)	161		
	Perimeter Solutions Sa (Prm)	20,354		
	Pernod Ricard Sa ADR (Prndy)	783		
	Pg&E Corp (Pcg)	7,851		
	Philip Morris Intl Inc (Pm)	454		
	Ping An Insurance ADR (Pngay)	1,775		
	Ping An Insurance ADR (Pngay)	11,764		
	Plexus Corp (Plxs)	3,506		
	Ppg Industries Inc (Ppg)	644		
	Primerica Inc (Pri)	1,420		
	Procore Technologies Inc (Pcor)	2,264		
	Prudential Plc ADR (Puk)	4,549		
	Prudential Plc ADR (Puk)	7,933		
	Pt Astra International Tbk ADR (Ptaiy)	1,748		
	Pt Bk Cent Asia Tbk ADR (Pbcry)	1,961		

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

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		Description of		Cost	Current Value
		investment including maturity date, rate of interest, collateral, Number of Shares			
Common and Preferred Stocks (continued):					
	Pt Bk Mandiri Persero Tbk Unsp (Ppery)	2,603	\$	29,460	\$ 40,911
	Pt Bk Negara Indonesia Un Adr (Ptbyr)	4,117		63,176	71,862
	Pt Telekomunikasi Indonesia (Tlk)	3,025		80,429	77,924
	Public Service Enterprise Gp (Peg)	1,628		81,023	99,552
	Ralph Lauren Corp Cl A (Rl)	647		74,437	93,297
	Raymond James Fincl Inc (Rjf)	1,314		81,670	146,511
	Reckitt Benckiser Plc Spns Adr (Rbgly)	1,779		27,948	24,584
	Reckitt Benckiser Plc Spns Adr (Rbgly)	14,800		223,653	204,521
	Recruit Holdings Co. Ltd. Adr (Rcruy)	9,205		76,010	77,865
	Relx Plc Sponsored Adr (Relx)	3,169		94,039	125,683
	Rentokil Initial Plc Adr (Rto)	1,038		42,193	29,697
	Repligen Cp (Rgen)	1,378		277,075	247,764
	Rheinmetall Ag Unspn Adr (Rnmby)	279		17,430	17,691
	Rio Tinto Plc Spon Adr (Rio)	522		31,055	38,868
	Robert Half Inc (Rhi)	5,454		395,329	479,516
	Roche Holdings Adr (Rhhby)	5,679		238,904	205,750
	Rogers Comm Inc Cl B (Bc) (Rci)	1,987		96,030	93,011
	Rolls Royce Holdings Plc (Rycey)	95,426		128,859	364,623
	Roper Technologies Inc (Rop)	239		111,630	130,296
	Ross Stores Inc (Rost)	946		78,739	130,917
	Ross Stores Inc (Rost)	1,041		121,180	144,064
	Rtx Corporation(Rtx)	2,619		187,017	220,363
	Rwe Ag Sponsored Adr (Rweoy)	2,566		95,550	116,727
	Ryanair Hldgs Plc Adr (Ryaay)	285		31,408	38,008
	Ryanair Hldgs Plc Adr (Ryaay)	779		61,762	103,887
	S&P Global Inc Com (Spgi)	229		98,254	100,879
	Safran Sa (Safry)	2,703		86,797	119,032
	Sage Group Plc Adr New (Sgpyy)	863		42,403	51,597
	Sandvik Ab Spons Adr (Sdvky)	557		9,291	12,055
	Sanofi Adr (Sny)	6,701		320,158	333,241
	Sanofi Adr (Sny)	2,325		117,291	115,622
	Sap Ag (Sap)	333		46,350	51,478
	Sap Ag (Sap)	1,064		144,560	164,484
	Schlumberger Ltd (Slb)	1,096		67,190	57,036
	Schneider Elec Sa Unsp Adr (Sbgysy)	1,036		33,911	41,607
	Sea Limited Adr (Se)	1,108		277,665	44,874
	Sealed Air Cp New (See)	5,937		299,461	216,819
	Sempra (Sre)	2,142		149,512	160,072
	Servicenow Inc (Now)	557		318,406	393,515
	Seven & I Hldgs Co Ltd Adr (Svndy)	2,349		44,857	46,611
	Seven & I Hldgs Co Ltd Adr (Svndy)	4,027		77,278	79,908
	Shell Plc Adr (Shel)	6,564		395,174	431,911
	Shell Plc Adr (Shel)	286		16,128	18,819
	Shell Plc Adr (Shel)	2,635		162,730	173,383
	Sherwin Williams Company Ohio (Shw)	214		55,522	66,747
	Shin Etsu Chem Co Ltd Adr (Shecy)	3,108		53,292	65,221
	Shopify Inc (Shop)	1,131		148,425	88,105
	Shopify Inc (Shop)	960		37,801	74,784
	Siemens Aktiengesellschaft(Siegy)	601		41,856	56,405
	Siemens Healthineers Ag Adr (Smmny)	1,274		34,085	37,012
	Sika Ag Adr (Sxyay)	2,490		82,299	80,975
	Simpson Manufacturing Co Inc (Ssd)	2,742		275,793	542,861
	Simpson Manufacturing Co Inc (Ssd)	940		114,768	186,101
	Siteone Landscape Supply Inc (Site)	1,587		274,980	257,887
	Skechers U S A Inc Cl A (Skx)	8,001		319,917	498,782
	Smc Corp Japan Sponsored Adr (Smcay)	2,141		60,516	57,527
	Sonova Hldg Ag Unsp Adr (Sonvy)	498		40,342	32,472
	Sony Group Corporationadr (Sony)	1,804		163,378	170,821

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of investment including maturity date, rate of interest, collateral, Number of Shares	(d) Cost	(e) Current Value
Common and Preferred Stocks (continued):				
	Sony Group Corporationadr (Sony)	584	\$ 68,977	\$ 55,299
	Sprout Social Inc Cl A (Spt)	4,070	246,563	250,061
	Ss&C Technologies Hldgs Inc (Ssnc)	5,584	342,918	341,238
	Stmicroelectronicsnv (Stm)	580	27,544	29,075
	Stryker Corp (Syk)	264	69,045	79,057
	Sumitomo Mitsui Finl Group Inc (Smfg)	4,838	32,931	46,832
	Suncor Energy Inc (Su)	3,339	114,856	106,982
	Synopsys Inc (Snps)	390	135,140	200,815
	T-Mobile Us Inc Com (Tmus)	800	116,415	128,264
	Taiwan Smcndctr Mfg Co Ltd Adr (Tsm)	861	86,631	89,544
	Taiwan Smcndctr Mfg Co Ltd Adr (Tsm)	1,843	200,743	191,672
	Taiwan Smcndctr Mfg Co Ltd Adr (Tsm)	6,599	766,247	686,296
	Takeda Pharmaceutcl Co Ltd Adr (Tak)	7,213	103,842	102,930
	Tdk Cp Adr New (Tdky)	873	29,857	41,594
	Techtronic Ind Ltd Spons Adr (Ttndy)	739	43,047	44,031
	Tencent Hldgs Ltd Unspn Adr (Tcehy)	1,272	64,143	48,069
	Tencent Hldgs Ltd Unspn Adr (Tcehy)	1,544	69,160	58,348
	Tencent Hldgs Ltd Unspn Adr (Tcehy)	10,216	596,985	386,063
	Tesla Inc (Tsla)	1,466	366,309	364,272
	Tfi Intl Inc (Tfii)	242	28,724	32,907
	The Cigna Group (Ci)	673	142,105	201,530
	Thermo Fisher Scientific (Tmo)	351	198,067	186,307
	Timken Co (Tkr)	3,394	247,518	272,029
	Tokyo Electron Ltd Unspn Adr (Toely)	570	45,467	51,054
	Totalenergies Se Sponsored Ads (Tte)	944	53,477	63,607
	Trane Technologies Plc (Tt)	245	38,341	59,755
	Treasury Wine Estates Ltd Adr (Tsryy)	2,633	21,735	19,221
	Trimas Corp Com New (Trs)	9,358	268,380	237,038
	Trip Com Group Ltd Adr (Tcom)	218	8,281	7,850
	Trupanion Inc (Trup)	3,171	218,055	96,747
	Ubs Group Ag Shs (Ubs)	1,261	22,969	38,965
	Unicredit Spa-Adr (Uncry)	13,763	63,236	186,736
	Unilever Plc (New) Ads (Ul)	6,160	317,148	298,637
	Unilever Plc (New) Ads (Ul)	1,458	70,520	70,684
	Union Pacific Corp (Unp)	660	115,769	162,109
	Unitedhealth Gp Inc (Unh)	975	475,932	513,308
	Utd Overseas Bk Ltd Spon Adr (Uovey)	648	28,577	27,952
	Utd Overseas Bk Ltd Spon Adr (Uovey)	1,830	77,478	78,939
	Utz Brands Inc Cl A (Utz)	18,604	298,474	302,129
	Vale S.A (Vale)	4,092	49,870	64,899
	Valeo Se Adr (Vleey)	5,312	71,284	40,828
	Valvoline Inc Com (Vvv)	8,924	293,516	335,364
	Verizon Communications (Vz)	6,421	298,054	242,072
	Vinci Sa Adr (Vcisy)	2,861	76,740	89,835
	Visa Inc Cl A (V)	831	138,298	216,351
	Visa Inc Cl A (V)	1,900	426,265	494,665
	Wal-Mart De Mexico Sa Spon Adr (Wmmvy)	2,814	104,938	118,630
	Wd 40 Company (Wdfc)	789	154,468	188,626
	Weg S.A. Sponsored Adr (Wegzy)	20,035	114,367	152,226
	Wells Fargo & Co New (Wfc)	11,786	405,500	580,107
	White Mountain Grp Bermuda (Wtm)	111	101,067	167,056
	Williams Co Inc (Wmb)	8,660	232,254	301,628
	Willis Towers Watson Plc Ltd (Wtw)	664	146,515	160,157
	Willscot Mobile Mini Holdings (Wsc)	5,244	212,779	233,358
	Wns Holdings Limited (Wns)	3,154	253,521	199,333
	Woodside Energy Group Ltd Adr (Wds)	1,680	38,334	35,431
	Workiva Inc Class A (Wk)	1,956	211,070	198,593
	Worldline Sa Adr (Wrdly)	836	24,198	7,236

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of investment including maturity date, rate of interest, collateral, Number of Shares	(d) Cost	(e) Current Value
Common and Preferred Stocks (continued):				
	Wuxi Biologics Cayman Inc ADR (Wxxwy)	1,687	\$ 36,248	\$ 12,789
	Wuxi Biologics Cayman Inc ADR (Wxxwy)	8,572	142,717	64,984
	Xinyi Solar Hldgs Ltd ADR (Xishy)	2,747	93,430	32,085
	Xp Inc (Xp)	410	13,230	10,689
	Zimmer Biomet Hldgs Inc Com (Zbh)	1,353	154,051	164,660
	Zions Bancorporation A (Zion)	6,728	232,466	295,157
	Zoetis Inc Class-A (Zts)	545	107,338	107,567
	Zto Express Cayman Inc Cl A (Zto)	714	19,115	15,194
	Total Common and Preferred Stocks		\$ 59,379,424	\$ 66,043,348
Money Market Funds:				
	Morgan Stanley Bank N/A		\$ 317,982	\$ 317,982
	Morgan Stanley Private Bank		4,023,940	4,023,940
	Invesco Prem US Govt Money Inst		34,335	34,335
	Federated Hermes Govt OBL AVR		1,134,532	1,134,532
	Total Money Market Funds		\$ 5,510,789	\$ 5,510,789
Mutual Funds:				
	LM Martin Currie Smash Ser EM	316,675	\$ 4,062,530	\$ 3,239,589
	Victory Trivint Intl Sml Cap I	233,266	3,817,864	3,382,360
	WA Smash SRS CR Cmpltn Fund	87,619	698,338	535,352
	Western Asset Smash Series C	49,941	472,036	469,445
	Western Asset Smash Series M	46,914	456,499	371,559
	Total Mutual Funds		\$ 9,507,267	\$ 7,998,305
Investment Partnerships:				
	ProLoan Bond Fund, LLC		\$ 4,091,673	\$ 4,074,587
	Intercontinental Real Estate Fund		6,103,029	4,766,825
	Total Investment Partnerships		\$ 10,194,702	\$ 8,841,412
	Total Investments		\$ 130,321,974	\$ 134,726,649

* Indicates a party-in-interest to the Plan.

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4J - SCHEDULE OF REPORTABLE TRANSACTIONS
DECEMBER 31, 2023

<u>(a)</u>	<u>(b)</u> <u>Description of Asset</u>	<u>(c)</u> <u>Purchase</u> <u>Price</u>	<u>(d)</u> <u>Selling Price</u>	<u>(g)</u> <u>Cost of Asset</u>	<u>(h)</u> <u>Current Value of</u> <u>Asset on</u> <u>Transaction</u> <u>Date</u>	<u>(i)</u> <u>Net Gain or</u> <u>(Loss)</u>
	VANGUARD TOTAL BOND MARKET	\$ 8,400,541		\$ 8,400,541	\$ 8,400,541	\$ -

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of investment including maturity date, rate of interest, collateral,		(d) Cost	(e) Current Value
		Interest Rate	Maturity		
US Government and Federal Agency Securities:					
	United States Treasury Note	4.375%	11/30/2028	\$ 654,609	\$ 663,238
	United States Treasury Bond	3.000%	2/15/2049	51,665	52,225
	United States Treasury Note	1.625%	5/15/2026	739,987	752,387
	United States Treasury Note	3.500%	4/30/2028	574,421	578,859
	United States Treasury Note	1.250%	12/31/2026	47,021	45,258
	United States Treasury Note	0.875%	9/30/2026	68,381	64,315
	United States Treasury Bond	2.000%	2/15/2050	99,982	80,491
	United States Treasury Bond	2.375%	5/15/2051	85,405	87,335
	United States Treasury Note	1.375%	11/15/2031	300,438	301,602
	United States Treasury Note	3.875%	8/5/2033	219,407	235,852
	United States Treasury Note	3.750%	5/31/2030	199,798	200,312
	United States Treasury Note	4.625%	11/15/2026	1,024,020	1,032,312
	United States Treasury Note	1.875%	2/15/2032	517,527	520,442
	United States Treasury Note	3.500%	1/31/2030	57,030	56,763
	United States Treasury Note	3.250%	6/30/2029	350,148	352,568
	Federal National Mtg Assn Pool Fs4377	3.000%	4/1/2052	121,807	120,744
	Federal National Mtg Assn Pool 896017	6.500%	8/1/2036	198	206
	Federal National Mtg Assn Pool Ma4438	2.500%	10/1/2051	85,195	79,067
	Federal National Mtg Assn Pool Ma4732	4.000%	9/1/2052	26,606	26,469
	Federal National Mtg Assn Pool Ma4761	5.000%	9/1/2052	289,087	294,168
	Federal National Mtg Assn Pool Ma4512	2.500%	12/1/2051	1,466	1,499
	Federal National Mtg Assn Pool Ma4587	2.500%	4/1/2042	44,231	39,921
	Federal National Mtg Assn Pool Ma4600	3.500%	5/1/2052	52,513	53,384
	Federal National Mtg Assn Pool Ma4869	5.500%	1/1/2053	267,910	269,965
	Federal National Mtg Assn Pool Ma4842	5.500%	12/1/2052	39,881	39,840
	Federal National Mtg Assn Pool Ma4656	4.500%	7/1/2052	80,314	79,483
	FHLMC 20 Yr Gold Rb5163	3.000%	5/1/2042	26,677	26,553
	FHLMC 30 Yr Gold Ra6815	2.500%	2/1/2052	41,121	39,634
	FHLMC 30 Yr Gold Sd2253	3.500%	12/1/2052	635,724	639,530
	FHLMC 30 Yr Gold Sd8221	3.500%	6/1/2052	110,153	112,167
	FHLMC 30 Yr Gold Sd8277	5.500%	12/1/2052	219,236	220,157
	FHLMC 30 Yr Gold Sd8267	5.000%	11/1/2052	39,483	39,524
Total US Government and Federal Agency Securities				\$ 7,071,441	\$ 7,106,270
Exchange-Traded Funds:					
	Blackrock Short Maturity Bon	Quantity			
	SPDR Bloomberg 1-3 months T-B	121,276	\$ 6,077,114	\$ 6,126,863	
	Vanguard S&P 500 ETF	2,058	188,197	188,081	
	Vangaurd Total Bond Market	18,712	7,634,094	8,173,401	
		196,492	14,502,910	14,451,987	
Total Exchanged-Traded Funds				\$ 28,402,315	\$ 28,940,332
Corporate Bonds:					
	Abbvie Inc	Interest Rate	Maturity		
	Advance Auto Parts Inc	2.950%	11/21/2026	\$ 199,015	\$ 202,436
	Aecom	5.950%	3/9/2028	57,456	60,993
	Air Lease Corp	5.125%	3/15/2027	60,175	58,514
	Amazon.Com Inc	3.250%	10/1/2029	197,755	203,834
	American Electric Power Co Inc	1.500%	6/3/2030	48,244	42,372
	Apple Inc	5.625%	3/1/2033	203,791	207,700
	Asbury Automotive Group Inc	1.700%	8/5/2031	46,711	41,058
	Ball Corp	4.750%	3/1/2030	58,047	58,991
	Ball Corp	6.000%	6/15/2029	59,507	61,219
	Ball Corp	4.875%	3/15/2026	63,810	64,719
	Bank Of America Corp Fxd To 022030 Var Thrafr 2.4960%	6.875%	3/15/2028	57,330	59,194
	Bank Of America Corp Fxd To 102024 Var Thrafr 2.4560%	2.496%	2/13/2031	47,978	41,261
	Bank Of America Corp Fxd To 072031 Var Thrafr 2.2990%	2.456%	10/22/2025	195,593	198,818
		2.299%	7/21/2032	202,227	206,720

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of investment including maturity date, rate of interest, collateral,		(d) Cost	(e) Current Value		
		Interest					
		Rate	Maturity				
Corporate Bonds (continued):							
	Bath & Body Works Inc	6.750%	7/1/2036	\$	62,512	\$	63,356
	Bath & Body Works Inc	5.250%	2/1/2028		58,081		60,467
	Boeing Co/The	2.196%	2/4/2026		198,382		202,339
	Boyd Gaming Corp	4.750%	12/1/2027		60,856		59,718
	Callon Petroleum Co	6.375%	7/1/2026		58,836		60,073
	Capital One Financial Corp	4.200%	10/29/2025		197,545		201,388
	Carpenter Technology Corp	6.375%	7/15/2028		61,603		61,196
	Carpenter Technology Corp	7.625%	3/15/2030		57,995		60,142
	Cco Holdings Llc / Cco Holdings Capital Corp	4.500%	5/1/2032		60,587		60,926
	Cdw Llc / Cdw Finance Corp	5.500%	12/1/2024		19,665		17,925
	Cedar Fair Lp / Canada'S Wonde Rland Co / Magnum Management C	5.375%	4/15/2027		58,594		58,950
	Centene Corp	4.250%	12/15/2027		56,987		56,900
	Century Communities Inc	6.750%	6/1/2027		56,185		55,590
	Charter Communications Operati Ng Llc / Charter Communication	5.375%	5/1/2047		49,227		52,178
	Charter Communications Operati Ng Llc / Charter Communication	5.750%	4/1/2048		57,359		57,949
	Chemours Co/The	5.375%	5/15/2027		59,420		58,692
	Cheniere Corpus Christi Holdings Llc	5.875%	3/31/2025		196,346		196,519
	Citigroup Inc Fxd To 072027 Var Thrafr 3.6680%	3.668%	7/24/28		47,307		42,003
	Citigroup Inc Fxd To 012027 Var Thrafr 3.8870%	3.887%	1/10/28		297,577		302,993
	Cleveland-Cliffs Inc	5.875%	6/1/27		59,869		59,840
	Comcast Corp	1.950%	1/15/31		47,280		41,347
	Commercial Metals Co	3.875%	2/15/31		57,640		57,601
	Credit Acceptance Corp	6.625%	3/15/26		60,063		60,037
	Crowdstrike Holdings Inc	3.000%	2/15/29		58,903		61,659
	Crown Americas Llc / Crown Americas Capital Corp V	4.250%	9/30/26		56,106		57,368
	Crown Americas Llc	5.250%	4/1/30		57,584		58,971
	Crown Cork & Seal Co Inc	7.375%	12/15/26		61,764		59,042
	Cvs Health Corp	4.300%	3/25/28		46,183		40,346
	Dcp Midstream Operating Lp	5.375%	7/15/25		59,843		58,090
	Dell Inc	6.500%	4/15/38		28,885		30,039
	Delta Air Lines Inc	7.375%	1/15/26		61,424		59,145
	Delta Air Lines Inc	2.900%	10/28/24		46,421		46,638
	Edison International	5.750%	6/15/27		99,233		100,251
	Encompass Health Corp	4.500%	2/1/28		60,947		60,383
	Encompass Health Corp	4.750%	2/1/30		60,783		61,333
	Energy Transfer Lp	5.750%	4/1/25		58,972		59,977
	Energy Transfer Lp	5.250%	4/15/29		200,822		204,738
	Enlink Midstream Partners Lp	4.850%	7/15/26		58,106		59,117
	Enterprise Products Operating Llc	2.800%	1/31/30		32,124		28,121
	Eqm Midstream Partners Lp	5.500%	7/15/28		60,851		60,588
	Eqm Midstream Partners Lp	6.500%	7/15/48		56,892		64,645
	Firstenergy Corp	4.150%	7/15/27		60,079		59,792
	Fluor Corp	4.250%	9/15/28		59,558		58,224
	Ford Motor Co	4.346%	12/8/26		57,884		58,513
	Ford Motor Co	9.625%	4/22/30		57,359		57,791
	General Motors Financial Co Inc	4.300%	7/13/25		198,531		199,788
	General Motors Financial Co Inc	5.400%	4/6/26		59,791		60,398
	Goldman Sachs Group Inc/The Fx D To 122025 Var Thrafr 1.093%	1.093%	12/9/26		197,132		201,963
	Goldman Sachs Group Inc/The	2.600%	2/7/30		47,976		41,332
	Griffon Corp	5.750%	3/1/28		58,957		58,949
	Hb Fuller Co	4.250%	10/15/28		58,554		59,362
	Hca Inc	5.375%	2/1/25		61,443		59,988
	Hewlett Packard Enterprise Co	4.900%	10/15/25		199,011		199,419
	Hexcel Corp	4.200%	2/15/27		5,575		5,780
	Hillenbrand Inc	3.750%	3/1/31		57,917		56,452
	Hilton Domestic Operating Co Inc	4.875%	1/15/30		61,014		60,165
	Hilton Worldwide Finance Llc / Hilton Worldwide Finance Corp	4.875%	4/1/27		116,797		117,848
	Howmet Aerospace Inc	5.900%	2/1/27		57,698		58,578

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
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(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of investment including maturity date, rate of interest, collateral,		(d) Cost	(e) Current Value
		Interest			
		Rate	Maturity		
Corporate Bonds (continued):					
	Howmet Aerospace Inc	6.750%	1/15/28	\$ 54,921	\$ 52,687
	Jpmorgan Chase & Co Fxd To 072028 Var Thrafr 4.2030%	4.203%	7/23/29	65,082	56,377
	Jpmorgan Chase & Co Fxd To 042025 Var Thrafr 4%	4.000%	Perpetual	100,130	101,265
	Lamar Media Corp	3.750%	2/15/28	58,642	61,366
	Lamar Media Corp	4.875%	1/15/29	60,221	60,107
	Macy'S Retail Holdings Llc	4.500%	12/15/34	14,882	16,353
	Meritage Homes Corp	6.000%	6/1/25	38,318	38,004
	Mgic Investment Corp	5.250%	8/15/28	58,813	58,532
	Mgm Resorts International	5.500%	4/15/27	60,291	59,616
	Mgm Resorts International	5.750%	6/15/25	59,739	58,931
	Murphy Oil Corp	5.875%	12/1/27	57,741	58,769
	Northern Trust Corp	6.125%	11/2/32	203,331	209,697
	Nrg Energy Inc	5.750%	1/15/28	57,194	59,816
	Olin Corp	5.000%	2/1/30	59,285	61,178
	Olin Corp	5.625%	8/1/29	60,666	59,248
	Onemain Finance Corp	9.000%	1/15/29	57,848	60,392
	Pacific Gas And Electric Co	5.450%	6/15/27	59,352	60,500
	Pacific Gas And Electric Co	4.950%	7/1/50	56,092	60,297
	Patterson-Uti Energy Inc	3.950%	2/1/28	60,313	60,804
	Pbf Holding Co Llc / Pbf Finance Corp	6.000%	2/15/28	57,394	59,526
	Pdc Energy Inc	5.750%	5/15/26	19,673	18,975
	Penske Automotive Group Inc	3.500%	9/1/25	60,875	60,188
	Pg&E Corp	5.250%	7/1/30	60,615	62,909
	Pilgrim'S Pride Corp	6.250%	7/1/33	58,217	61,724
	Qvc Inc	5.450%	8/15/34	20,910	11,958
	Radian Group Inc	6.625%	3/15/25	59,152	57,078
	Range Resources Corp	4.875%	5/15/25	60,450	59,259
	Rhp Hotel Properties Lp / Rhp Finance Corp	4.750%	10/15/27	20,600	19,385
	Royal Caribbean Cruises Ltd	3.700%	3/15/28	59,225	61,793
	Sba Communications Corp	3.875%	2/15/27	58,484	58,512
	Sba Communications Corp	3.125%	2/1/29	46,850	47,672
	Seagate Hdd Cayman	4.875%	6/1/27	58,780	59,880
	Seagate Hdd Cayman	5.750%	12/1/34	61,687	62,595
	Service Corp International/Us	5.125%	6/1/29	61,166	60,903
	Shea Homes Limited Partnership A California Lp	4.750%	2/15/28	59,056	60,726
	Sm Energy Co	6.625%	1/15/27	29,522	29,056
	Southwestern Energy Co	5.375%	2/1/29	58,238	58,612
	Spirit Aerosystemsinc	3.850%	6/15/26	62,172	62,561
	Sprint Capital Corp	6.875%	11/15/28	58,536	59,629
	Sprint Llc	7.125%	6/15/24	58,675	56,334
	Sprint Llc	7.625%	3/1/26	19,024	16,717
	Talos Production Inc	12.000%	1/15/26	59,044	57,772
	Tegna Inc	5.000%	9/15/29	57,730	59,589
	Teleflex Inc	4.625%	11/15/27	57,875	58,421
	Tenet Healthcare Corp	6.125%	6/15/30	57,037	61,586
	Tenet Healthcare Corp	6.125%	10/1/28	44,539	46,771
	Tenet Healthcare Corp	4.875%	1/1/26	58,331	59,309
	Toronto-Dominion Bank/The	5.103%	1/9/26	197,778	199,543
	Transdigm Inc	7.500%	3/15/27	58,318	57,292
	Transdigm Inc	5.500%	11/15/27	60,201	60,903
	Travel + Leisure Co	6.600%	10/1/25	59,135	57,179
	Tri Pointe Group Inc / Tri Pointe Homes Inc	5.875%	6/15/24	51,607	50,064
	United Rentals North America Inc	5.250%	1/15/30	60,803	63,255
	United Rentals North America Inc	4.000%	7/15/30	50,792	49,652
	Unitedhealth Group Inc	2.750%	5/15/40	52,802	43,206
	Usa Compression Partners Lp / Usa Compression Finance Corp	6.875%	9/1/27	57,948	58,402
	Verizon Communications Inc	2.555%	3/21/31	48,406	41,378
	Vital Energy Inc	10.120%	1/15/28	57,855	58,829

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		Rate	Maturity				
		Corporate Bonds (continued):					
	Walgreens Boots Alliance Inc	3.800%	11/18/24	\$	37,337	\$	37,313
	Wells Fargo & Co Fxd To 022030 Var Thrafr 2.5720%	2.572%	2/11/31		32,106		27,676
	Wells Fargo & Co Fxd To 042025 Var Thrafr 3.908%	3.908%	4/25/26		297,398		300,210
	Western Digital Corp	4.750%	2/15/26		55,218		56,886
	Xpo Cnw Inc	6.700%	5/1/34		58,209		60,890
	Yum! Brands Inc	5.375%	4/1/32		57,548		60,153
	Yum! Brands Inc	4.625%	1/31/32		62,039		60,640
	Zimmer Biomet Holdings Inc	1.450%	11/22/24		195,144		198,592
Total Corporate Bonds				\$	10,256,036	\$	10,286,193
		Number of Shares					
Common and Preferred Stocks:							
	Abb Ltd Adr (Abbny)	1,030		\$	34,283	\$	45,648
	Adidas Ag (Addyy)	567			53,203		57,674
	Advanced Micro Devices (Amd)	713			76,122		105,103
	Adyen N V Unspnsred Adr (Adyey)	1,689			46,360		21,766
	Aena Sme Sa Unsp Adr (Anyyy)	6,195			101,981		112,297
	Aia Group Ltd Spon Adr (Aagiy)	3,198			140,907		111,479
	Aia Group Ltd Spon Adr (Aagiy)	4,264			188,000		148,639
	Air Liquide Adr (Aiquy)	2,285			63,542		88,909
	Airbus Se Unspnsored Adr (Eadsy)	5,101			158,293		196,909
	Ajinomoto Inc Adr (Ajiny)	1,126			37,785		43,449
	Akzo Nobel Nv Adr (Akzoy)	6,561			175,876		180,756
	Alarm Com Hldgs Inc Com (Alrm)	2,537			158,088		163,941
	Alibaba Group Hldg Ltd (Baba)	153			18,614		11,859
	Alibaba Group Hldg Ltd (Baba)	2,787			427,116		216,020
	Allegion Pub Ltd Co (Alle)	871			93,007		110,347
	Allianz Se Adr (Alizy)	5,068			115,037		135,452
	Allstate Corp (All)	780			78,000		109,184
	Alphabet Inc Cl C (Goog)	8,408			1,113,873		1,184,939
	Alstom Adr (Alsmly)	110,171			236,614		148,290
	Amadeus It Group S.A Adr (Amady)	412			28,685		29,528
	Amadeus It Group S.A Adr (Amady)	1,056			76,492		75,684
	Amazon Com Inc (Amzn)	7,892			1,201,058		1,199,111
	Amer Intl Gp Inc New (Aig)	5,325			152,487		360,769
	American Elec Pwr Co Inc (Aep)	1,920			164,158		155,942
	Anheuser Busch Inbev Sa Spon (Bud)	467			27,638		30,178
	Anheuser Busch Inbev Sa Spon (Bud)	2,145			109,728		138,610
	Aon Plc Cl A (Aon)	122			40,392		35,504
	Appfolio Inc Cl A (Appf)	1,489			191,514		257,954
	Apple Inc (Aapl)	7,875			1,237,058		1,516,174
	Applied Ind Tech Inc (Ait)	1,574			105,596		271,814
	Aptargroup Inc (Atr)	1,602			173,236		198,039
	Argenx Se Adr (Argx)	80			31,947		30,454
	Arrow Electronics (Arw)	2,489			220,959		304,280
	Ashtead Group Plc Adr (Ashty)	125			36,676		34,815
	Asm International Nv (Asmiy)	81			39,859		42,069
	Asml Holding Nv Ny Reg New (Asml)	311			219,489		235,402
	Asml Holding Nv Ny Reg New (Asml)	168			137,031		127,163
	Assa Abloy Ab Unsp Adr (Asazy)	3,245			34,161		46,738
	Astrazenecaplc Adr (Azn)	1,883			52,875		126,820
	Astrazenecaplc Adr (Azn)	1,026			64,746		69,101
	Astrazenecaplc Adr (Azn)	2,461			157,375		165,748
	At&T Inc (T)	5,712			108,677		95,847
	Atlassian Corporationcl A (Team)	368			56,116		87,533
	Atrion Corp (Atri)	507			292,038		192,047
	Axa Ads (Axahy)	3,674			89,557		119,684

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of investment including maturity date, rate of interest, collateral, Number of Shares	(d) Cost	(e) Current Value
Common and Preferred Stocks (continued):				
	Banco Bilbao Viz Arg Sa Ads (Bbva)	4,049	\$ 38,107	\$ 36,886
	Banco Bradesco S A New (Bbd)	16,709	44,764	58,481
	Bank Rakyat Indonesia ADR (Bkrky)	8,101	124,957	150,606
	Barclays Plc ADR (Bcs)	25,511	202,540	201,027
	Baxter Intl Inc (Bax)	8,464	381,129	327,218
	Bayer AG Spon ADR (Bayry)	5,269	76,048	48,933
	Beacon Roofing Supply Inc (Bech)	5,457	300,823	474,868
	Beigene Ltd (Bgne)	52	17,723	9,321
	Bill Holdings Inc (Bill)	372	70,140	30,352
	Bio-Techne Corp (Tech)	4,715	415,531	363,809
	Bjs Whsl Club Hldgs Inc (Bj)	7,113	452,535	474,153
	Blackline Inc (Bl)	1,958	150,818	122,258
	Bnp Paribas Sp ADR Repstg (Bnpqy)	1,508	37,791	52,132
	Bp Plc ADR (Bp)	9,314	246,437	329,716
	Bp Plc ADR (Bp)	695	22,728	24,603
	Bp Plc ADR (Bp)	5,614	183,673	198,736
	Bright Horizons Family Solut (Bfam)	1,598	141,741	150,596
	British Amer Tob Spon ADR (Bti)	7,059	253,511	206,758
	British Amer Tob Spon ADR (Bti)	1,289	48,002	37,755
	British Amer Tob Spon ADR (Bti)	3,559	119,867	104,243
	Brookfield Corp Cl A (Bn)	925	44,521	37,111
	Bunzl Plc New (Bzlfy)	822	33,212	33,427
	Canadian Natural Resources Ltd (Cnq)	2,588	113,354	169,566
	Canadian Pacific Kansas City (Cp)	395	31,925	31,229
	Canadian Pacific Kansas City (Cp)	1,235	96,963	97,639
	Capgemini S E Un-sponsored ADR (Cgemy)	1,164	41,364	48,540
	Capitec Bank Holdings Ltd ADR (Ckhgy)	1,544	60,233	85,542
	Cardinal Health Inc (Cah)	2,765	177,007	278,712
	Carlisle Co Inc (Csl)	1,698	317,379	530,506
	Carlyle Group Inc (Cg)	2,463	78,910	100,219
	Carmax Inc (Kmx)	2,385	152,112	183,025
	Carrefour SA Sponsored ADR (Crrfy)	23,060	86,185	84,400
	Casella Waste Sys Inc Cl A (Cwst)	1,106	96,342	94,519
	Cencora Inc (Cor)	576	80,960	118,299
	Cenovus Energy Inc Com (Cve)	3,055	40,116	50,866
	Charles River Labs Intl Inc (Crl)	874	173,457	206,614
	Charles Schwab New (Schw)	1,093	38,924	75,198
	Charles Schwab New (Schw)	1,018	73,961	70,038
	Chewy Inc Cl A (Chwy)	3,290	105,299	77,743
	China Merchants Bk Co Ltd Unsp (Cihky)	806	30,755	14,038
	China Merchants Bk Co Ltd Unsp (Cihky)	5,085	192,509	88,565
	Chipotle Mexican Grill Inc Com (Cmg)	87	149,345	198,966
	Chubb Ltd (Cb)	784	161,920	177,184
	Cisco Sys Inc (CSCO)	6,316	286,431	319,084
	Citigroup Inc New (C)	9,513	475,344	489,349
	Citizens Financial Group Inc (Cfgr)	2,639	109,227	87,456
	Cognizant Tech Solutions Cl A (Ctsh)	4,289	248,529	323,948
	Colgate Palmolive Co (Cl)	1,047	79,696	83,456
	Comcastcorp (New) Class A (Cmcsa)	6,797	196,200	298,048
	Compagnie Fin Richemontag ADR (Cfruy)	5,180	60,880	71,241
	Compass Group Plc Spd ADR (Cmpgy)	2,903	63,441	79,417
	Conocophillips (COP)	1,220	67,326	141,605
	Constellation Brands Inc Cl A (Stz)	365	41,316	88,239
	Constellation Energy Corp (Ceg)	605	67,151	70,718
	Core & Main Inc Cl A (Cnm)	6,929	196,550	280,001
	Core & Main Inc Cl A (Cnm)	7,306	217,398	295,235
	Cosan S A ADR (Csan)	9,586	146,001	150,117
	Coupang Inc Cl A (Cpng)	875	18,676	14,166

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c)		(d) Cost	(e) Current Value
		Description of			
		investment including maturity date, rate of interest, collateral, Number of Shares			
Common and Preferred Stocks (continued):					
	Credicorp Ltd (Bap)	458	\$	57,993	\$ 68,668
	Crh Plc (Crh)	455		18,186	31,468
	Croda Intl Plc Adr (Coihy)	951		27,018	30,612
	Crown Castle Inc (Cci)	757		72,082	87,199
	Cryoport Inc (Cyrx)	2,221		78,057	34,403
	Cts Corporation(Cts)	3,583		163,434	156,720
	Daiichi Sankyo Co Ltd Spon Adr (Dsnky)	3,788		93,802	104,037
	Danaher Corporation(Dhr)	363		90,048	83,976
	Danone Sponsored Adr (Danoy)	13,423		160,213	174,016
	Dbs Group Holdings Ltd Sp (Dbsdy)	449		43,356	45,489
	Descartes Systems Group Inc (Dsgx)	1,827		137,657	153,578
	Deutsche Telekom Ag Adr (Dtegy)	7,526		148,662	180,820
	Diageo Plc Spon Adr New (Deo)	1,055		175,528	153,671
	Disco Corp Adr (Dscsy)	892		20,953	22,132
	Dollar Gen Corp New Com (Dg)	2,157		389,026	293,244
	Dollar Gen Corp New Com (Dg)	930		156,090	126,433
	Donaldson Co Inc (Dci)	5,177		269,421	338,317
	Douglas Dynamics Inc Com (Plow)	7,564		273,299	224,500
	Dsv As Adr (Dsdvy)	591		66,372	51,911
	Eagle Matls Inc (Exp)	1,171		187,985	237,526
	Edenred S A Adr (Ednmy)	1,130		29,865	33,790
	Eisai Co Ltd Adr (Esaiy)	1,965		32,580	24,572
	Elevance Health Inc (Elv)	550		158,991	259,358
	Elevance Health Inc (Elv)	121		61,690	57,059
	Eli Lilly & Co (Lly)	729		230,714	424,949
	Endava Plc Adr (Dava)	2,584		239,604	201,164
	Enel Societa Per Azioni Adr (Enlay)	4,356		33,822	32,382
	Enel Societa Per Azioni Adr (Enlay)	27,804		186,278	206,695
	Enn Energy Holdings Ltd Unspn (Xngsy)	878		58,376	25,862
	Entain Plc Adr (Gmvhy)	1,566		30,581	19,848
	Epam Systems (Epam)	177		114,740	52,629
	Essilorluxotticaadr (Esloy)	357		35,605	35,808
	Evertec Inc (Evtc)	3,980		161,233	162,941
	Evolution Ab Adr (Evvty)	387		47,813	46,166
	Exelon Corp (Exc)	2,720		110,685	97,648
	Exponent Inc (Expo)	1,995		205,965	175,640
	Fabrinet (Fn)	705		64,457	134,183
	Fanuc Corporationunsp Adr (Fanuy)	10,133		160,826	149,036
	Ferrari N V (Race)	117		39,402	39,596
	Fidelity National Financial In (Fnf)	4,595		165,608	234,437
	Fidelity Natl Information Se (Fis)	4,466		397,397	268,273
	First Citiz Bancshares A (Fcnca)	279		237,218	395,893
	Firstcash Hldgs Inc (Fcfs)	2,688		171,289	291,352
	Floor & Decor Hldgs Inc Cl-A (Fnd)	2,460		265,972	274,438
	Flutter Entmt Plc Adr (Pdypy)	848		47,519	74,939
	Fortescue Metals Group Ltd Adr (Fsugy)	2,340		67,112	92,673
	Fortrea Holdings Inc (Ftre)	1,879		70,439	65,577
	Fortune Brands Innovations Inc (Fbin)	5,979		361,185	455,241
	Fox Corp Cl A (Foxa)	4,352		155,364	129,124
	Fujitsu Ltd Adr New (Fjtsy)	1,008		28,383	30,423
	Galaxy Entmt Group Ltd Adr (Gxyyy)	797		24,115	22,327
	Gallagher Arthur J & Co (Aig)	454		43,304	102,096
	Gates Industrial Corp Plc (Gtes)	21,265		258,387	285,376
	General Electric Co (Ge)	742		65,924	94,701
	General Mtrs Co (Gm)	9,235		293,709	331,721
	Genpact Ltd (G)	12,921		465,489	448,488
	Givaudan Sa Adr (Gvdny)	402		36,970	33,282
	Glencore Plc Adr (Glncy)	6,314		74,659	76,002

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of investment including maturity date, rate of interest, collateral, Number of Shares	(d) Cost	(e) Current Value
Common and Preferred Stocks (continued):				
	Globant S.A (Glob)	674	\$ 128,119	\$ 160,399
	Goldman Sachs Grp Inc (Gs)	457	143,571	176,297
	Goldman Sachs Grp Inc (Gs)	155	55,452	59,794
	Goosehead Insurance Inc Clas A (Gshd)	3,762	181,936	285,160
	Grupo Aeroportuariodel (Pac)	103	17,802	18,048
	Grupo Financiero Banorte Sab (Gbooy)	3,014	109,884	152,261
	Gsk Plc Adr (Gsk)	4,188	152,781	155,207
	Guidewire Software Inc (Gwre)	2,917	274,820	318,070
	Hamilton Lane Cl A (Hlne)	2,929	258,913	332,266
	Hdfc Bank Ltd Adr (Hdb)	1,024	71,592	68,721
	Hdfc Bank Ltd Adr (Hdb)	4,056	280,283	272,198
	Healthequity Inc Com (Hqy)	3,239	211,038	214,746
	Heico Corp Class A (Hei'A)	2,631	355,686	374,760
	Heidelberg Materials Ag Adr (Hdely)	2,232	31,696	39,913
	Henry Schein Inc (Hsic)	6,578	480,871	498,020
	Hermes Intl Sca Unspn Adr (Hesay)	40	5,570	8,446
	Hexagon Ab Adr (Hxgby)	4,160	59,922	49,928
	Hong Kong Exchanges & Clearing (Hkxyc)	486	28,251	16,680
	Houlihan Lokey Inc Cl A (Hli)	3,419	245,546	409,972
	Hoya Corp Spons Adr (Hocpy)	243	36,415	30,379
	Humana Inc (Hum)	267	104,918	122,235
	Humana Inc (Hum)	202	94,241	92,478
	Iberdrola Sa Spon Adr (Ibdry)	1,574	70,147	82,555
	Icici Bank Ltd (Ibn)	2,350	49,611	56,024
	Icici Bank Ltd (Ibn)	8,970	187,423	213,845
	Industria De Diseno Textil Ind (Idexy)	2,398	41,251	52,224
	Infineon Technologies Ag (Ifnny)	1,009	38,109	42,132
	Infosys Limited Adr (Infy)	1,563	35,765	28,728
	Ing Groep Nv Adr (Ing)	2,344	33,671	35,207
	Ing Groep Nv Adr (Ing)	8,298	87,090	124,636
	Insight Enterprises Inc (Nsit)	2,405	237,059	426,142
	Intercontinental Exchange Inc (Ice)	1,024	107,312	131,512
	International Flavors&Fragranc(Iff)	1,126	90,413	91,172
	Interpublic Group Of Cos Inc (Ipg)	11,228	267,781	366,482
	Intuit Inc (Intu)	296	152,098	185,009
	Intuitive Surgical Inc (Isrg)	614	193,903	207,139
	Itau Unibanco Multiple Adr (Itub)	4,365	25,081	30,337
	Itt Inc (Itt)	2,241	178,902	267,396
	Jbs S A Spon Adr (Jbsay)	2,532	17,445	25,968
	Jd Com Inc Spon Adr Cl A (Jd)	318	24,205	9,187
	Jd Com Inc Spon Adr Cl A (Jd)	2,339	173,917	67,574
	John Bean Technologies Corp (Jbt)	1,707	214,364	169,761
	Jpmorgan Chase & Co (Jpm)	1,528	103,469	259,913
	Kadant Inc (Kai)	565	114,709	158,375
	Kering S A Adr New (Ppruy)	418	29,494	18,424
	Kering S A Adr New (Ppruy)	2,950	148,058	130,024
	Kingfisher Plc Spons Adr New (Kgfh)	5,042	28,785	31,276
	Kingspan Group Plc Unspn Adr (Kgspy)	293	18,659	25,375
	Kinsale Cap Group Inc (Knsi)	649	168,095	217,357
	Koninklijke Phil El Sp Adr New (Phg)	8,701	214,618	202,994
	Koninklijke Phil El Sp Adr New (Phg)	7,114	131,933	165,970
	Kraft Heinz Co Com (Khc)	10,371	392,018	383,520
	Laboratorycp Amer Hldgs New (Lh)	1,295	266,816	294,341
	Lasertec Corp Adr (Lsry)	485	18,988	25,575
	Lear Corp (Lea)	544	70,747	76,818
	Legal & General Plc (Lgny)	5,113	72,840	81,834
	Leidos Hldgs Inc (Ldos)	3,339	304,887	361,413
	Lemaitre Vascular Inc (Lmat)	2,294	120,734	130,207

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

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Common and Preferred Stocks (continued):				
	Li Ning Company Ltd ADR (Lnngy)	49	\$ 10,660	\$ 3,279
	Linde Plc (Lin)	201	68,296	82,553
	Linde Plc (Lin)	126	37,375	51,749
	London Stk Exchange Group ADR (Lnsty)	1,084	26,533	32,039
	Lonza Group AG Zuerich ADR (Lzagy)	535	40,351	22,483
	Lululemon Athletica Inc (Lulu)	229	94,820	117,085
	Lvmh Moet Hennessy Louis Vuitt (Lvmuy)	1,096	167,514	177,634
	L3Harris Technologies Inc (Lhx)	1,859	384,616	391,543
	Manhattan Assoc Inc (Manh)	926	123,941	199,386
	Marsh & McLennan Cos Inc (Mmc)	601	102,761	113,871
	Mastercard Inc Cl A (Ma)	947	338,017	403,905
	Medpace Holdings, Inc. (Medp)	726	159,139	222,541
	Medtronic Plc Shs (Mdt)	4,477	371,519	368,815
	Meituan ADR (Mpngy)	4,509	280,584	94,585
	Mercadolibre Inc (Meli)	41	60,189	64,598
	Meta Platforms Inc Cl A (Meta)	2,412	687,799	853,752
	Micron Tech Inc (Mu)	3,169	204,240	270,442
	Microsoft Corp (Msft)	908	130,288	341,444
	Microsoft Corp (Msft)	5,625	1,761,613	2,115,225
	Minh Group Ltd (Mnthy)	1,225	98,639	49,282
	Mongodb Inc Cl A (Mdb)	258	121,809	105,483
	Monolithic Pwr Systems Inc (Mpwrr)	144	64,964	90,832
	Morgan Stanley (Ms)	711	69,046	66,301
	Morningstar Inc Common (Morn)	613	137,315	175,465
	Mtu Aero Engines AG (Mtuay)	418	40,628	45,078
	Murata Manufacturing Co Ltd (Mraay)	16,199	167,052	171,952
	Murphy Usa Inc Com (Musa)	795	227,545	283,465
	Natwest Group Plc ADR (Nwg)	8,811	53,026	49,606
	Neste Oyj ADR (Ntoiy)	1,727	43,974	30,725
	Nestle Spon ADR Rep Reg Shr (Nsrgy)	896	114,286	103,807
	Netease.Com Inc ADS (Ntes)	296	29,820	27,575
	Netflix Inc (Nflx)	446	210,797	217,149
	Newell Brands Inc (Nwl)	8,515	177,088	73,910
	Nice Ltd ADR (Nice)	168	45,454	33,518
	Nike Inc B (Nke)	805	121,405	87,399
	Nippon Telegraph&Telephone ADS (Nttyy)	1,166	32,636	35,522
	Novanta Inc (Novt)	1,846	303,184	310,885
	Novartis AG ADR (Nvs)	1,081	85,337	109,149
	Novo Nordisk A/S ADR (Nvo)	1,759	100,231	181,969
	Novo Nordisk A/S ADR (Nvo)	2,916	161,871	301,660
	Nu Hldgs Ltd Ord Shs Cl A (Nu)	2,527	11,367	21,050
	Nvent Electric Plc (Nvt)	5,442	144,975	321,568
	Nvidia Corporation(Nvda)	1,897	557,145	939,432
	Old Dominion Freight Line (Odfl)	161	53,347	65,258
	Perimeter Solutions Sa (Prm)	20,354	155,022	93,628
	Pernod Ricard Sa ADR (Prndy)	783	36,386	27,635
	Pg&E Corp (Pcg)	7,851	133,160	141,554
	Philip Morris Intl Inc (Pm)	454	43,834	42,712
	Ping An Insurance ADR (Pngay)	1,775	25,592	16,071
	Ping An Insurance ADR (Pngay)	11,764	170,235	106,511
	Plexus Corp (Plxs)	3,506	302,558	379,104
	Ppg Industries Inc (Ppg)	644	86,316	96,310
	Primerica Inc (Pri)	1,420	205,611	292,179
	Procore Technologies Inc (Pcor)	2,264	169,671	156,714
	Prudential Plc ADR (Puk)	4,549	100,050	102,125
	Prudential Plc ADR (Puk)	7,933	190,434	178,096
	Pt Astra International Tbk ADR (Ptaiy)	1,748	13,425	12,829
	Pt Bk Cent Asia Tbk ADR (Pbcry)	1,961	26,110	29,931

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

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		Description of				
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Common and Preferred Stocks (continued):						
	Pt Bk Mandiri Persero Tbk Unsp (Ppery)	2,603	\$	29,460	\$	40,911
	Pt Bk Negara Indonesia Un Adr (Ptbyr)	4,117		63,176		71,862
	Pt Telekomunikasi Indonesia (Tlk)	3,025		80,429		77,924
	Public Service Enterprise Gp (Peg)	1,628		81,023		99,552
	Ralph Lauren Corp Cl A (Rl)	647		74,437		93,297
	Raymond James Fincl Inc (Rjf)	1,314		81,670		146,511
	Reckitt Benckiser Plc Spns Adr (Rbgly)	1,779		27,948		24,584
	Reckitt Benckiser Plc Spns Adr (Rbgly)	14,800		223,653		204,521
	Recruit Holdings Co. Ltd. Adr (Rcruy)	9,205		76,010		77,865
	Relx Plc Sponsored Adr (Relx)	3,169		94,039		125,683
	Rentokil Initial Plc Adr (Rto)	1,038		42,193		29,697
	Repligen Cp (Rgen)	1,378		277,075		247,764
	Rheinmetall Ag Unspn Adr (Rnmby)	279		17,430		17,691
	Rio Tinto Plc Spon Adr (Rio)	522		31,055		38,868
	Robert Half Inc (Rhi)	5,454		395,329		479,516
	Roche Holdings Adr (Rhhby)	5,679		238,904		205,750
	Rogers Comm Inc Cl B (Bc) (Rci)	1,987		96,030		93,011
	Rolls Royce Holdings Plc (Rycey)	95,426		128,859		364,623
	Roper Technologies Inc (Rop)	239		111,630		130,296
	Ross Stores Inc (Rost)	946		78,739		130,917
	Ross Stores Inc (Rost)	1,041		121,180		144,064
	Rtx Corporation(Rtx)	2,619		187,017		220,363
	Rwe Ag Sponsored Adr (Rweoy)	2,566		95,550		116,727
	Ryanair Hldgs Plc Adr (Ryaay)	285		31,408		38,008
	Ryanair Hldgs Plc Adr (Ryaay)	779		61,762		103,887
	S&P Global Inc Com (Spgi)	229		98,254		100,879
	Safran Sa (Safry)	2,703		86,797		119,032
	Sage Group Plc Adr New (Sgpyy)	863		42,403		51,597
	Sandvik Ab Spons Adr (Sdvky)	557		9,291		12,055
	Sanofi Adr (Sny)	6,701		320,158		333,241
	Sanofi Adr (Sny)	2,325		117,291		115,622
	Sap Ag (Sap)	333		46,350		51,478
	Sap Ag (Sap)	1,064		144,560		164,484
	Schlumberger Ltd (Slb)	1,096		67,190		57,036
	Schneider Elec Sa Unsp Adr (Sbgysy)	1,036		33,911		41,607
	Sea Limited Adr (Se)	1,108		277,665		44,874
	Sealed Air Cp New (See)	5,937		299,461		216,819
	Sempra (Sre)	2,142		149,512		160,072
	Servicenow Inc (Now)	557		318,406		393,515
	Seven & I Hldgs Co Ltd Adr (Svndy)	2,349		44,857		46,611
	Seven & I Hldgs Co Ltd Adr (Svndy)	4,027		77,278		79,908
	Shell Plc Adr (Shel)	6,564		395,174		431,911
	Shell Plc Adr (Shel)	286		16,128		18,819
	Shell Plc Adr (Shel)	2,635		162,730		173,383
	Sherwin Williams Company Ohio (Shw)	214		55,522		66,747
	Shin Etsu Chem Co Ltd Adr (Shecy)	3,108		53,292		65,221
	Shopify Inc (Shop)	1,131		148,425		88,105
	Shopify Inc (Shop)	960		37,801		74,784
	Siemens Aktiengesellschaft(Siegy)	601		41,856		56,405
	Siemens Healthineers Ag Adr (Smmny)	1,274		34,085		37,012
	Sika Ag Adr (Sxyay)	2,490		82,299		80,975
	Simpson Manufacturing Co Inc (Ssd)	2,742		275,793		542,861
	Simpson Manufacturing Co Inc (Ssd)	940		114,768		186,101
	Siteone Landscape Supply Inc (Site)	1,587		274,980		257,887
	Skechers U S A Inc Cl A (Skx)	8,001		319,917		498,782
	Smc Corp Japan Sponsored Adr (Smcay)	2,141		60,516		57,527
	Sonova Hldg Ag Unsp Adr (Sonvy)	498		40,342		32,472
	Sony Group Corporationadr (Sony)	1,804		163,378		170,821

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of investment including maturity date, rate of interest, collateral, Number of Shares	(d) Cost	(e) Current Value
Common and Preferred Stocks (continued):				
	Sony Group Corporationadr (Sony)	584	\$ 68,977	\$ 55,299
	Sprout Social Inc Cl A (Spt)	4,070	246,563	250,061
	Ss&C Technologies Hldgs Inc (Ssnc)	5,584	342,918	341,238
	Stmicroelectronicsnv (Stm)	580	27,544	29,075
	Stryker Corp (Syk)	264	69,045	79,057
	Sumitomo Mitsui Finl Group Inc (Smfg)	4,838	32,931	46,832
	Suncor Energy Inc (Su)	3,339	114,856	106,982
	Synopsys Inc (Snps)	390	135,140	200,815
	T-Mobile Us Inc Com (Tmus)	800	116,415	128,264
	Taiwan Smcndctr Mfg Co Ltd Adr (Tsm)	861	86,631	89,544
	Taiwan Smcndctr Mfg Co Ltd Adr (Tsm)	1,843	200,743	191,672
	Taiwan Smcndctr Mfg Co Ltd Adr (Tsm)	6,599	766,247	686,296
	Takeda Pharmaceutcl Co Ltd Adr (Tak)	7,213	103,842	102,930
	Tdk Cp Adr New (Tdky)	873	29,857	41,594
	Techtronic Ind Ltd Spons Adr (Ttndy)	739	43,047	44,031
	Tencent Hldgs Ltd Unspn Adr (Tcehy)	1,272	64,143	48,069
	Tencent Hldgs Ltd Unspn Adr (Tcehy)	1,544	69,160	58,348
	Tencent Hldgs Ltd Unspn Adr (Tcehy)	10,216	596,985	386,063
	Tesla Inc (Tsla)	1,466	366,309	364,272
	Tfi Intl Inc (Tfii)	242	28,724	32,907
	The Cigna Group (Ci)	673	142,105	201,530
	Thermo Fisher Scientific (Tmo)	351	198,067	186,307
	Timken Co (Tkr)	3,394	247,518	272,029
	Tokyo Electron Ltd Unspn Adr (Toely)	570	45,467	51,054
	Totalenergies Se Sponsored Ads (Tte)	944	53,477	63,607
	Trane Technologies Plc (Tt)	245	38,341	59,755
	Treasury Wine Estates Ltd Adr (Tsryy)	2,633	21,735	19,221
	Trimas Corp Com New (Trs)	9,358	268,380	237,038
	Trip Com Group Ltd Adr (Tcom)	218	8,281	7,850
	Trupanion Inc (Trup)	3,171	218,055	96,747
	Ubs Group Ag Shs (Ubs)	1,261	22,969	38,965
	Unicredit Spa-Adr (Uncry)	13,763	63,236	186,736
	Unilever Plc (New) Ads (Ul)	6,160	317,148	298,637
	Unilever Plc (New) Ads (Ul)	1,458	70,520	70,684
	Union Pacific Corp (Unp)	660	115,769	162,109
	Unitedhealth Gp Inc (Unh)	975	475,932	513,308
	Utd Overseas Bk Ltd Spon Adr (Uovey)	648	28,577	27,952
	Utd Overseas Bk Ltd Spon Adr (Uovey)	1,830	77,478	78,939
	Utz Brands Inc Cl A (Utz)	18,604	298,474	302,129
	Vale S.A (Vale)	4,092	49,870	64,899
	Valeo Se Adr (Vleey)	5,312	71,284	40,828
	Valvoline Inc Com (Vvv)	8,924	293,516	335,364
	Verizon Communications (Vz)	6,421	298,054	242,072
	Vinci Sa Adr (Vcisy)	2,861	76,740	89,835
	Visa Inc Cl A (V)	831	138,298	216,351
	Visa Inc Cl A (V)	1,900	426,265	494,665
	Wal-Mart De Mexico Sa Spon Adr (Wmmvy)	2,814	104,938	118,630
	Wd 40 Company (Wdfc)	789	154,468	188,626
	Weg S.A. Sponsored Adr (Wegzy)	20,035	114,367	152,226
	Wells Fargo & Co New (Wfc)	11,786	405,500	580,107
	White Mountain Grp Bermuda (Wtm)	111	101,067	167,056
	Williams Co Inc (Wmb)	8,660	232,254	301,628
	Willis Towers Watson Plc Ltd (Wtw)	664	146,515	160,157
	Willscot Mobile Mini Holdings (Wsc)	5,244	212,779	233,358
	Wns Holdings Limited (Wns)	3,154	253,521	199,333
	Woodside Energy Group Ltd Adr (Wds)	1,680	38,334	35,431
	Workiva Inc Class A (Wk)	1,956	211,070	198,593
	Worldline Sa Adr (Wrdly)	836	24,198	7,236

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of investment including maturity date, rate of interest, collateral, Number of Shares	(d) Cost	(e) Current Value
Common and Preferred Stocks (continued):				
	Wuxi Biologics Cayman Inc ADR (Wxxwy)	1,687	\$ 36,248	\$ 12,789
	Wuxi Biologics Cayman Inc ADR (Wxxwy)	8,572	142,717	64,984
	Xinyi Solar Hldgs Ltd ADR (Xishy)	2,747	93,430	32,085
	Xp Inc (Xp)	410	13,230	10,689
	Zimmer Biomet Hldgs Inc Com (Zbh)	1,353	154,051	164,660
	Zions Bancorporation A (Zion)	6,728	232,466	295,157
	Zoetis Inc Class-A (Zts)	545	107,338	107,567
	Zto Express Cayman Inc Cl A (Zto)	714	19,115	15,194
	Total Common and Preferred Stocks		\$ 59,379,424	\$ 66,043,348
Money Market Funds:				
	Morgan Stanley Bank N/A		\$ 317,982	\$ 317,982
	Morgan Stanley Private Bank		4,023,940	4,023,940
	Invesco Prem US Govt Money Inst		34,335	34,335
	Federated Hermes Govt OBL AVR		1,134,532	1,134,532
	Total Money Market Funds		\$ 5,510,789	\$ 5,510,789
Mutual Funds:				
	LM Martin Currie Smash Ser EM	316,675	\$ 4,062,530	\$ 3,239,589
	Victory Trivint Intl Sml Cap I	233,266	3,817,864	3,382,360
	WA Smash SRS CR Cmpltn Fund	87,619	698,338	535,352
	Western Asset Smash Series C	49,941	472,036	469,445
	Western Asset Smash Series M	46,914	456,499	371,559
	Total Mutual Funds		\$ 9,507,267	\$ 7,998,305
Investment Partnerships:				
	ProLoan Bond Fund, LLC		\$ 4,091,673	\$ 4,074,587
	Intercontinental Real Estate Fund		6,103,029	4,766,825
	Total Investment Partnerships		\$ 10,194,702	\$ 8,841,412
	Total Investments		\$ 130,321,974	\$ 134,726,649

* Indicates a party-in-interest to the Plan.

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4J - SCHEDULE OF REPORTABLE TRANSACTIONS
DECEMBER 31, 2023

<u>(a)</u>	<u>(b)</u> <u>Description of Asset</u>	<u>(c)</u> <u>Purchase</u> <u>Price</u>	<u>(d)</u> <u>Selling Price</u>	<u>(g)</u> <u>Cost of Asset</u>	<u>(h)</u> <u>Current Value of</u> <u>Asset on</u> <u>Transaction</u> <u>Date</u>	<u>(i)</u> <u>Net Gain or</u> <u>(Loss)</u>
	VANGUARD TOTAL BOND MARKET	\$ 8,400,541		\$ 8,400,541	\$ 8,400,541	\$ -

Schedule MB, Line 8b(2) - Schedule of Active Participant Data
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001

Active Participants by Age and Service

The number of active participants summarized by attained age and years of credited service as of January 1, 2023 is shown below.

Age	Years of Credited Service										Total
	0	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
0-24	27	73	2	-	-	-	-	-	-	-	102
25-29	20	86	13	-	-	-	-	-	-	-	119
30-34	28	90	21	3	-	-	-	-	-	-	142
35-39	14	66	23	2	11	-	-	-	-	-	116
40-44	15	54	25	5	10	5	-	-	-	-	114
45-49	8	32	26	1	3	3	2	-	-	-	75
50-54	12	26	14	1	13	7	6	2	1	-	82
55-59	4	15	19	2	20	7	13	5	-	-	85
60-64	6	17	9	2	20	6	8	2	-	1	71
65-69	1	6	3	-	3	1	-	-	-	4	18
70+	-	1	-	-	-	-	1	-	-	-	2
Total	135	466	155	16	80	29	30	9	1	5	926

Schedule MB, Line 6 - Statement of Actuarial Assumptions/Methods
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001

Summary of Actuarial Methods

The ultimate cost of a pension plan is the excess of actual benefits and administrative expenses paid over actual net investment return on plan assets during the plan's existence until the last payment has been made to the last participant. The plan's "actuarial cost method" determines the expected incidence of actuarial costs by allocating portions of the ultimate cost to each plan year. The cost method is thus a budgeting tool to help ensure that the plan will be adequately and systematically funded and accounted for. There are several commonly-used cost methods which differ in how much of the ultimate cost is assigned to each prior and future year.

Actuarial Cost Method

The actuarial cost method used for determining the plan's ERISA funding requirements is the entry age normal actuarial cost method. Normal cost is a level dollar amount determined based on projected benefits for current active participants using each individual participant's date of hire to determine entry age.

The actuarial cost method used for determining the plan sponsor's FASB ASC Topic 960 accounting requirements and for current liability purposes (RPA '94) is the unit credit method. Under this method, an accrued benefit is determined to be paid at each active participant's assumed retirement age. The plan's normal cost is the sum of the present value of the portion of each active participant's benefit attributable to the current year of service. The plan's accrued liability is the sum of (a) the present value of the portion of each active participant's accrued benefit attributable to all prior years of service plus (b) the present value of each inactive participant's future benefits plus (c) for FASB ASC Topic 960 plan accounting, the present value of the administrative expenses. The present value of the administrative expenses for FASB ASC Topic 960 plan accounting was calculated by projecting the payment of expected administrative expenses for the duration of the Plan's liabilities. The duration of the Plan's liabilities was calculated to be 11 years at January 1, 2022 and January 1, 2023.

Asset Valuation Method

Five-year smoothing method. The actuarial value of assets is equal to the market value of assets adjusted to recognize differences between the expected value of assets and the actual market value of assets over 5 years at a rate of 20% per year. The expected value of assets for the year is the market value of assets at the valuation date for the prior year brought forward with interest at the valuation rate to the current year plus contributions minus administrative expenses and benefit payments, all adjusted with interest at the valuation rate to the valuation date for the current year. The actuarial value of assets cannot be less than 80% or more than 120% of the market value of assets.

Special Amortization Rule

The Plan's investment loss for the Plan Year ended December 31, 2008 is treated separately from other investment gains/losses, to be amortized in equal installments over the period beginning from January 1, 2009 through December 31, 2037.

Schedule MB, Line 6 - Statement of Actuarial Assumptions/Methods
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001

The portion of the net experience loss is based on the prospective method as described in Notice 2010-83. The schedule of amortization bases is as follows:

Year	Amount (Gain)/Loss	Amortization Years
1/1/09	\$17,518,271	29
1/1/10	2,344,016	28
1/1/11	6,539,013	27
1/1/12	<u>8,788,410</u>	26
	<u>\$35,189,710*</u>	

*The total loss of \$35,189,710 equals the investment loss for the Plan Year ended December 31, 2008.

Changes in Actuarial Methods since Prior Valuation

None.

Schedule MB, Line 6 - Statement of Actuarial Assumptions/Methods
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001

Summary of Actuarial Assumptions

Interest Rates

- **Minimum funding:** 7.25% per year net of investment-related expenses.
- **FASB ASC Topic 960 plan accounting:** Discount rate of 7.25% per year net of investment-related expenses.
- **Withdrawal liability:** December 31, 2022 Citigroup Pension Discount Curve rates converted to level discount rate of 5.00% based on expected benefit payments.
- **Current liability (RPA '94):** 2.19% per year.

Mortality

- **Minimum funding:**
Non-retired participants: RP2014 Blue Collar Employee Male and Female Mortality Tables adjusted to reflect Mortality Improvement Scale MP-2015 from the 2006 base year and projected forward using MP-2015 on a generational basis with ages set forward 2 years.
Retired participants: RP2014 Blue Collar Annuitant Male and Female Mortality Tables adjusted to reflect Mortality Improvement Scale MP-2015 from the 2006 base year and projected forward using MP-2015 on a generational basis with ages set forward 2 years.
Disabled Participants: RP-2014 Disabled Mortality fully projected using Scale MP2015 with ages set forward 2 years, separate tables for males and females
- **FASB ASC Topic 960 plan accounting and withdrawal liability:** Same as minimum funding.
- **Current liability (RPA '94):** IRS RP-2000 annuitant and non-annuitant mortality tables (male and female rates) with projection for mortality improvement, updated annually, as mandated by the IRS.

Termination

Sample rates used are shown below. Rates are based on a select rate for the first five years of service and an ultimate rates based on age after five years of service.

Age	Less than 5 Years of Service: Select Rates	5 or More Years of Service: Ultimate Rates
20	25.00%	20%
30	25.00%	20%
40	25.00%	20%
50	25.00%	10%
60	25.00%	10%

Schedule MB, Line 6 - Statement of Actuarial Assumptions/Methods
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001

Retirement from Active Service and Commencement of Deferred Benefits

Rates as shown below if the participant has reached 5 years of vesting service:

Age	Active Service Rates	Deferred Benefit Rates
55-60	15%	15%
61-64	25%	25%
65-69	50%	100%
70 and over	100%	100%

The weighted average retirement age from active service using the retirement rates above is 59.4. The weighted average retirement age for deferred benefits using the retirement rates above is 59.3

Disability

Sample rates used are shown below:

Age	Rates
25	0.09%
30	0.11%
35	0.15%
40	0.22%
45	0.36%
50	0.61%
55	1.01%
60	1.63%

Form of Payment

Single life annuity

Marital Status

80% of non-retired participants are assumed to be married. Males are assumed to be three years older than females.

Administrative Expenses

The average of the prior two years of administrative expenses increased by 2% and assumed paid mid-year.

Schedule MB, Line 6 - Statement of Actuarial Assumptions/Methods
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001

Future Contributions Assumption

All active participants are assumed to work 1,450 hours per year with contributions of \$6.00 per hour made on their behalf.

Liability Adjustment for Reciprocity

2% of liability for non-vested benefits.

Changes in Assumptions from prior Valuation

- For current liability purposes, the interest rate was changed from 1.91% to 2.19% in accordance with IRS guidance. (The statutory mortality tables also have been updated as required by law).
- The withdrawal liability interest rate changed from 2.75% to 5.00%.

Rational for Significant Assumptions

Investment return for ERISA minimum funding: Selected based on the Plan's target asset allocation as of the valuation date, capital market assumptions from several sources, including published studies summarizing the expectations of various investment experts. This information was used to develop forward-looking long-term expected returns, producing a range of reasonable expectations according to industry experts. Based on the resulting range of potential assumptions, in our professional judgement the selected investment return assumption is reasonable and is not expected to have any significant bias.

Investment Return for Withdrawal Liability Purposes: Level rate annually determined based on expected benefit payments and Citigroup Pension Discount Curve rates. Withdrawal liability is used to allocate a portion of Unfunded Vested Benefits to employers who withdraw from the fund. A withdrawal is viewed as a settlement similar to an annuity purchase where the transfer of investment risk for a portion of a plan's liabilities is assumed by an insurance company. Use of this annually derived rate reflects the fact that a withdrawn employer transfers investment risk to the remaining employers. As such it is reasonable to use this annually derived rate which is considered comparable to rates used by insurance companies for annuities to measure the financial obligation of the withdrawing employer. In our professional judgement, the selected investment return assumption for withdrawal liability is reasonable for this purpose and is not expected to have any significant bias.

Mortality rates: Based on recent pension mortality research conducted by the Society of Actuaries. This assumption includes a margin for future mortality improvement relative to recent experience.

Other demographic assumptions: Except where noted, demographic assumptions are based on Milliman's experience study dated October 14, 2016.

Schedule MB, Lines 9c and 9h - Schedule of Funding Standard Account Bases
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/00

Charges and Credits for Funding Standard Account

The amortization charges and credits for the Funding Standard Account for the plan year beginning January 1, 2023 are determined below.

1. Charges as of January 1, 2023

	<u>Date</u> <u>Established</u>	<u>Description</u>	<u>Amortization</u> <u>Amount</u>	<u>Years</u> <u>Remaining</u>	<u>Outstanding</u> <u>Balance</u>
a.	January 1, 1994	Change in assumptions	\$326,835	1	\$326,835
b.	January 1, 1997	Change in assumptions	364,454	3	1,021,121
c.	January 1, 1998	Change in assumptions	115,782	5	505,753
d.	January 1, 1999	Change in assumptions	317,096	6	1,608,597
e.	January 1, 1999	Plan amendment	62,270	6	315,882
f.	January 1, 2000	Change in assumptions	190,757	7	1,093,032
g.	January 1, 2000	Plan amendment	25,886	7	148,334
h.	January 1, 2001	Change in assumptions	211,969	8	1,344,433
i.	January 1, 2002	Change in assumptions	242,172	9	1,674,354
j.	January 1, 2006	Plan amendment	240,209	13	2,122,946
k.	January 1, 2007	Change in assumptions	29,739	14	274,797
l.	January 1, 2009	Actuarial loss	520,172	1	520,172
m.	January 1, 2009	Actuarial loss	1,363,309	15	13,109,368
n.	January 1, 2010	Actuarial loss	184,439	15	1,773,524
o.	January 1, 2011	Actuarial loss	520,712	15	5,007,095
p.	January 1, 2012	Actuarial loss	231,946	4	837,875
q.	January 1, 2012	Actuarial loss	708,985	15	6,817,488
r.	January 1, 2013	Actuarial loss	453,894	5	1,982,696
s.	January 1, 2017	Plan amendment	229,956	9	1,589,884
t.	January 1, 2019	Actuarial loss	457,849	11	3,636,753
u.	January 1, 2020	Actuarial loss	287,646	12	2,418,004
v.	January 1, 2021	Actuarial loss	31,918	13	282,089
w.	January 1, 2022	Actuarial loss	30,164	14	278,729
x.	January 1, 2022	Plan amendment	550,112	14	5,083,308
y.	January 1, 2023	Actuarial loss	<u>553,556</u>	15	<u>5,322,911</u>
z.	Total		8,251,827		59,095,980

Schedule MB, Lines 9c and 9h - Schedule of Funding Standard Account Bases
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/00

2. Credits as of January 1, 2023

	Date		Amortization	Years	Outstanding
	<u>Established</u>	<u>Description</u>	<u>Amount</u>	<u>Remaining</u>	<u>Balance</u>
a.	January 1, 2004	Plan amendment	\$728,159	11	\$5,783,856
b.	January 1, 2005	Change in assumptions	52,722	12	443,187
c.	January 1, 2005	Plan amendment	90,094	12	757,350
d.	January 1, 2007	Plan amendment	34,663	14	320,311
e.	January 1, 2009	Plan amendment	924,544	1	924,545
f.	January 1, 2010	Actuarial gain	800,718	2	1,547,311
g.	January 1, 2011	Actuarial gain	89,594	3	251,022
h.	January 1, 2014	Actuarial gain	840,432	6	4,263,427
i.	January 1, 2015	Actuarial gain	315,076	7	1,805,371
j.	January 1, 2016	Change in assumptions	640,055	8	4,059,639
k.	January 1, 2016	Actuarial gain	101,964	8	646,721
l.	January 1, 2017	Actuarial gain	126,777	9	876,516
m.	January 1, 2018	Actuarial gain	26,213	10	195,194
n.	January 1, 2022	Change in assumptions	<u>40,417</u>	14	<u>373,469</u>
o.	Total		4,811,428		22,247,919

3.	Net outstanding balance [(1z) - (2o)]	36,848,061
4.	Credit Balance as of January 1, 2023	20,938,826
5.	Waived funding deficiency	0
6.	Balance test result [(3) - (4) - (5)]	15,909,235
7.	Unfunded Actuarial Accrued Liability as of January 1, 2023, minimum \$0	15,909,235

Schedule MB, Line 6 – Summary of Plan Provisions
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001

This summary of plan provisions is intended to only describe the essential features of the plan. All eligibility requirements and benefit amounts shall be determined in strict accordance with the plan document itself.

Definitions

Effective Date: January 1, 1967. The plan was last restated as of October 17, 2013.

Plan Year: Twelve month period beginning January 1st and ending the following December 31st.

Unions Included:

- The Laborers' International Union of North America, Local No. 1140, Omaha, Nebraska
- International Union of Operating Engineers, Local No. 571
- General Drivers and Helpers Union, Local No. 554, affiliated with International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Omaha, Nebraska

Employers Included: Any employer that has entered into a collective bargaining agreement with any of the Unions. Also included as employers are the participating unions (listed above) and the Contractors, Laborers, Teamsters and Engineers Health and Welfare and Pension Plans.

Employees Included: Any person covered by collective bargaining agreements between the Employer and the Union who is engaged in employment with respect to which the Employer is obligated to make contributions to the Pension Fund.

All Employees shall become participants when they first perform an hour of work while employed by an Employer for which the Employer is obligated to make contributions to the Pension Fund.

Service Considered

Past Service is earned under Laborers Local No. 1140 and Teamsters Local No. 554 for any twelve month period of January 1 to December 31 prior to January 1, 1967 and under Operating Engineers Local No. 571 for any twelve month period of January 1 to December 31 prior to January 1, 1968 during which an employee worked for any Employer(s) within the jurisdiction of the Union(s) prior to the date of the Union's participant. A maximum of fifteen years of Past Service may be granted.

Future Service is earned for each Plan Year on or after January 1, 1967 with 250 hours of service as an Employee. From and after January 1, 2006, a participant accrues future and vesting service in years and 0fractions of years for each Plan Year as follows:

Hours of Service Per Plan Year	Future & Vesting Service Earned
Less than 500	0.00
500-999	0.50
1,000 or more	1.00

Schedule MB, Line 6 – Summary of Plan Provisions
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001

Contributions: The hourly contribution rates for the valuation year are as follows:

Bargaining Agreement	Hourly Contribution Rate – January 1, 2022
Laborers – Building	\$5.10
Laborers – Heavy Highway	5.10
Operators – Building	7.54
Operators – Heavy Highway	6.60
Teamsters – Building	5.05
Teamsters – Heavy Highway	4.85

Accrued Benefit: The accrued benefit is the sum of (1) through (4) below and at least a minimum of \$30.00 per month:

- (1) \$3.00 multiplied by the number of Past Service Years
- (2) 4% of the Total Employer contributions made on the employee's behalf per year of Credited Future Service earned prior to January 1, 2004
- (3) 3% of the Total Employer contributions made on the employee's behalf per year of Credited Future Service earned after December 31, 2003 through December 31, 2009
- (4) 1% of the Total Employer contributions made on the employee's behalf per year of Credited Future Service earned after December 31, 2009 through December 31, 2022
- (5) 2% of the Total Employer contributions made on the employee's behalf per year of Credited Future Service earned after December 31, 2022.

Effective January 1, 2015, \$2.10 per hour was being subtracted from Total Employer Contributions. Effective January 1, 2017, the \$2.10 per hour is reinstated by phasing out \$0.70 per year over three years.

Normal Retirement

For the accrued benefit earned prior to January 1, 2004, eligibility for Normal Retirement occurs at the earlier of:

- (1) The attainment of age 65 or the age of the participant as of the 5th anniversary of participant in the Plan
- (2) The attainment of at least age 55 and at least 25 Years of Service

For the accrued benefit earned after December 31, 2003, eligibility for Normal Retirement occurs at the earlier of:

- (1) The attainment of age 65 or the age of the participant as of the 5th anniversary of participant in the Plan
- (2) The attainment of at least age 55 and the sum of the participant's age and Years of Service equals or exceeds 90

Normal Form of Annuity and Options

The normal form for a non-married participant is a single life annuity. If a participant is married, the normal form of benefit is a 50% joint and survivor annuity which is actuarially adjusted from the single life annuity.

The other available optional forms of payment are: 75% joint and survivor annuity and a 10-year certain and life annuity. A mandatory lump sum will be paid for lump sum values not in excess of \$5,000.

Schedule MB, Line 6 – Summary of Plan Provisions
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001

Early Retirement

Eligibility occurs upon termination after five or more years of service and attainment of age 55.

A participant's Early Retirement benefit is based on a single-life annuity computed in the same manner as for Normal Retirement reduced by 5/12th of one percent for each month the commencement date precedes age 65.

Late Retirement

Eligibility occurs upon termination after Normal Retirement Date.

A participant's Late Retirement benefit is based on a single-life annuity computed in the same manner as for Normal Retirement but with the benefit accrued as of Normal Retirement Date actuarially increased to commencement date and each subsequent year of accrual also actuarially increased from end of year of accrual to commencement date.

Total and Permanent Disability Benefit

Eligibility occurs upon total and permanent disability at any age prior to 65, after ten or more years of benefit eligibility service, and is eligible for a Social Security disability benefit.

A participant's Disability Retirement benefit is equal to the Accrued Benefit with a minimum of \$25 per month. The benefit is payable beginning on the first day of the month following receipt of disability application by the Trustees and ending on the earlier of death, recovery, early or normal retirement.

Vested Benefit

For participants who work one hour on or after October 1, 1998

Eligibility occurs upon termination after five or more years of future service and the participant has ceased to be employed by an Employer within the same industry, the same trade or craft, and the same geographic area covered by the Fund as when such benefits commence, other than by reason of death or under circumstances where a Total and Permanent Disability Benefit is payable. A participant is 100% vested after five years of future service.

For participants who last worked prior to October 1, 1998 or are not covered by a collective bargaining agreement
Vest according to this schedule of years of Future Service:

Years of Future Service	Vesting Percentage
Less than 5	0%
5 but less than 6	50%
6 but less than 7	60%
7 but less than 8	70%
8 but less than 9	80%
9 but less than 10	90%
10 or more	100%

Schedule MB, Line 6 – Summary of Plan Provisions
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001

A participant's Vested Benefit on a single-life basis is equal to the Accrued Benefit multiplied by the vesting percentage and payable at Normal Retirement Age. Payments commence at the election of the participant on or after age 55 and are reduced by 5/12th of one percent for each month the commencement date precedes Normal Retirement.

Death Benefit

Eligibility occurs upon being eligible for a Vested Benefit and death prior to the first month of receiving a pension benefit.

Death Prior to Age 55

Married Participant – The monthly benefit will be equal to the benefit if the participant had terminated employment on the earlier of the date of death or actual date of termination, retired upon reaching age 55 with a 50% joint and survivor benefit, then died on the last day of the month in which age 55 was reached. The benefit will be payable for the spouse's lifetime. The spouse may also elect to receive the benefit for unmarried participants under age 55.

Unmarried Participant – If the participant was not receiving the Disability Benefit at the time of death, the beneficiary will receive an amount equal to the Normal Retirement Benefit for 60 months payable the first of the month following death.

Death At or After Age 55

Married Participant – The monthly benefit will be equal to the benefit if the participant had retired on the day prior to death with a 50% joint and survivor benefit. The benefit will be payable for the spouse's lifetime. The spouse may also elect to receive the benefit for unmarried participants under age 55.

Unmarried Participant – The beneficiary will receive an amount equal to the Normal Retirement Benefit for 60 months payable the first of the month following death.

Changes in Plan Provisions During Year

None.

Significant Events

To the best of our knowledge, no significant events occurred during the year.

Attachment to 2023 Form 5500

Schedule MB, line 8b(1) - Schedule of Projection of Expected Benefit Payments

Contractors, Laborers, Teamsters and Engineers Pension Plan

EIN/PN: 47-6049397/001

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	295,785.00	762,153.00	9,485,602.00	10,543,540.00
2024	796,170.00	1,249,613.00	9,110,410.00	11,156,193.00
2025	1,221,610.00	1,686,105.00	8,763,996.00	11,671,711.00
2026	1,585,901.00	2,063,217.00	8,411,871.00	12,060,989.00
2027	1,869,339.00	2,410,889.00	8,031,789.00	12,312,017.00
2028	2,103,471.00	2,674,284.00	7,680,857.00	12,458,612.00
2029	2,291,100.00	2,884,949.00	7,339,764.00	12,515,813.00
2030	2,443,272.00	3,050,931.00	6,993,696.00	12,487,899.00
2031	2,562,320.00	3,171,199.00	6,634,722.00	12,368,241.00
2032	2,661,997.00	3,268,806.00	6,266,185.00	12,196,988.00
2033	2,743,100.00	3,357,541.00	5,912,562.00	12,013,203.00
2034	2,803,853.00	3,424,758.00	5,568,651.00	11,797,262.00
2035	2,856,506.00	3,475,668.00	5,227,733.00	11,559,907.00
2036	2,900,356.00	3,517,461.00	4,890,784.00	11,308,601.00
2037	2,932,039.00	3,548,935.00	4,558,773.00	11,039,747.00
2038	2,953,663.00	3,561,885.00	4,232,722.00	10,748,270.00
2039	2,967,201.00	3,571,156.00	3,913,711.00	10,452,068.00
2040	2,975,134.00	3,557,670.00	3,602,867.00	10,135,671.00
2041	2,970,383.00	3,529,212.00	3,301,312.00	9,800,907.00
2042	2,962,603.00	3,489,221.00	3,010,115.00	9,461,939.00
2043	2,944,923.00	3,429,372.00	2,730,339.00	9,104,634.00
2044	2,913,410.00	3,362,848.00	2,463,051.00	8,739,309.00
2045	2,882,400.00	3,281,001.00	2,209,271.00	8,372,672.00
2046	2,835,863.00	3,179,919.00	1,969,876.00	7,985,658.00
2047	2,783,597.00	3,064,377.00	1,745,545.00	7,593,519.00
2048	2,722,960.00	2,948,506.00	1,536,843.00	7,208,309.00
2049	2,657,983.00	2,818,138.00	1,344,183.00	6,820,304.00
2050	2,585,351.00	2,678,726.00	1,167,743.00	6,431,820.00
2051	2,509,226.00	2,538,161.00	1,007,458.00	6,054,845.00
2052	2,429,231.00	2,396,165.00	863,052.00	5,688,448.00
2053	2,346,160.00	2,249,934.00	734,103.00	5,330,197.00
2054	2,259,915.00	2,106,420.00	620,026.00	4,986,361.00
2055	2,171,870.00	1,961,110.00	520,036.00	4,653,016.00
2056	2,085,198.00	1,819,184.00	433,214.00	4,337,596.00
2057	1,990,408.00	1,681,167.00	358,553.00	4,030,128.00
2058	1,901,061.00	1,548,179.00	294,928.00	3,744,168.00
2059	1,809,365.00	1,420,757.00	241,193.00	3,471,315.00
2060	1,718,417.00	1,299,337.00	196,227.00	3,213,981.00
2061	1,628,743.00	1,184,234.00	158,937.00	2,971,914.00
2062	1,538,125.00	1,075,579.00	128,273.00	2,741,977.00
2063	1,451,000.00	973,429.00	103,244.00	2,527,673.00
2064	1,364,966.00	877,794.00	82,952.00	2,325,712.00
2065	1,281,886.00	788,627.00	66,595.00	2,137,108.00
2066	1,200,161.00	705,807.00	53,480.00	1,959,448.00
2067	1,121,657.00	629,140.00	42,999.00	1,793,796.00
2068	1,046,632.00	558,385.00	34,634.00	1,639,651.00
2069	974,153.00	493,299.00	27,958.00	1,495,410.00
2070	904,782.00	433,668.00	22,629.00	1,361,079.00
2071	838,802.00	379,256.00	18,360.00	1,236,418.00
2072	776,047.00	329,823.00	14,924.00	1,120,794.00

Attachment to 2023 Form 5500

Schedule MB, line 8b(3) - Schedule of Projection of Employer Contributions and Withdrawal Liability Payments

Contractors, Laborers, Teamsters and Engineers Pension Plan

EIN/PN: 47-6049397/001

Plan Year	Employer Contributions	Withdrawal Liability Payments	Total
2023	7,560,000	0	7,560,000
2024	6,400,000	0	6,400,000
2025	6,400,000	0	6,400,000
2026	5,760,000	0	5,760,000
2027	5,760,000	0	5,760,000
2028	5,760,000	0	5,760,000
2029	5,760,000	0	5,760,000
2030	5,760,000	0	5,760,000
2031	5,760,000	0	5,760,000
2032	5,760,000	0	5,760,000

SCHEDULE MB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Multiemployer Defined Benefit Plan and Certain Money Purchase 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 Contractors, Laborers, Teamsters and Engineers Pension Plan	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Trustees of Contractors, Laborers, and Engineers	D Employer Identification Number (EIN) 47-6049397

E Type of plan:		(1) ☒ Multiemployer Defined Benefit	(2) ☐ Money Purchase (see instructions)
1a Enter the valuation date: Month 1 Day 1 Year 2023			
b Assets			
(1) Current value of assets.....	1b(1)	121,732,962	
(2) Actuarial value of assets for funding standard account	1b(2)	139,514,159	
c (1) Accrued liability for plan using immediate gain methods	1c(1)	155,423,394	
(2) Information for plans using spread gain methods:			
(a) Unfunded liability for methods with bases	1c(2)(a)		
(b) Accrued liability under entry age normal method	1c(2)(b)		
(c) Normal cost under entry age normal method	1c(2)(c)		
(3) Accrued liability under unit credit cost method	1c(3)	143,289,145	
d Information on current liabilities of the plan:			
(1) Amount excluded from current liability attributable to pre-participation service (see instructions)	1d(1)		
(2) "RPA '94" information:			
(a) Current liability.....	1d(2)(a)	273,104,515	
(b) Expected increase in current liability due to benefits accruing during the plan year.....	1d(2)(b)	11,860,882	
(c) Expected release from "RPA '94" current liability for the plan year.....	1d(2)(c)	10,597,439	
(3) Expected plan disbursements for the plan year.....	1d(3)	10,597,439	

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 Kevin Campe Signature of actuary	10/01/2024 Date
Kevin M. Campe Type or print name of actuary	23-05356 Most recent enrollment number
Milliman, Inc. Firm name	(312) 726-0677 Telephone number (including area code)
71 South Wacker Drive, 31st Floor Address of the firm	
Chicago IL 60606 Address of the firm	

2 Operational information as of beginning of this plan year:

a Current value of assets (see instructions)	2a	121,732,962
b "RPA '94" current liability/participant count breakdown:		
	(1) Number of participants	(2) Current liability
(1) For retired participants and beneficiaries receiving payment	1,223	124,324,387
(2) For terminated vested participants	756	77,410,406
(3) For active participants:		
(a) Non-vested benefits		9,521,208
(b) Vested benefits		61,848,514
(c) Total active	926	71,369,722
(4) Total	2,905	273,104,515
c If the percentage resulting from dividing line 2a by line 2b(4), column (2), is less than 70%, enter such percentage	2c	44.57 %

3 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
06/30/2023	8,481,528				
Totals ▶			3(b)	8,481,528	3(c)
(d) Total withdrawal liability amounts included in line 3(b) total					3(d)

0

0

4 Information on plan status:

a Funded percentage for monitoring plan's status (line 1b(2) divided by line 1c(3))	4a	97.4 %
b Enter code to indicate plan's status (see instructions for attachment of supporting evidence of plan's status). If entered code is "N," go to line 5	4b	N
c Is the plan making the scheduled progress under any applicable funding improvement or rehabilitation plan?		☐ Yes ☐ No
d If the plan is in critical status or critical and declining status, does line 1(c) reflect any benefit reductions for the first time (see instructions)?		☐ Yes ☐ No
e If line d is "Yes," enter the reduction in liability resulting from the reduction in benefits (see instructions), measured as of the valuation date	4e	
f If the plan is in critical status or critical and declining status, and is:	4f	
• Projected to emerge from critical status within 30 years, enter the plan year in which it is projected to emerge;		
• Projected to become insolvent within 30 years, enter the plan year in which insolvency is expected and check here. ☐		
• Neither projected to emerge from critical status nor become insolvent within 30 years, enter "9999."		

5 Actuarial cost method used as the basis for this plan year's funding standard account computations (check all that apply):

- a** ☐ Attained age normal
b ☒ Entry age normal
c ☐ Accrued benefit (unit credit)
d ☐ Aggregate
e ☐ Frozen initial liability
f ☐ Individual level premium
g ☐ Individual aggregate
h ☐ Shortfall
i ☐ Other (specify):

j If box h is checked, enter period of use of shortfall method	5j	
k Has a change been made in funding method for this plan year?		☐ Yes ☒ No
l If line k is "Yes," was the change made pursuant to Revenue Procedure 2000-40 or other automatic approval?		☐ Yes ☐ No
m If line k is "Yes," and line l is "No," enter the date (MM/DD/YYYY) of the ruling letter (individual or class) approving the change in funding method	5m	

6 Checklist of certain actuarial assumptions:

a Interest rate for "RPA '94" current liability	6a	2.19 %
	Pre-retirement	Post-retirement
b Rates specified in insurance or annuity contracts.....	☐ Yes ☐ No ☒ N/A	☐ Yes ☐ No ☐ N/A
c Mortality table code for valuation purposes:		
(1) Males	6c(1)	A
(2) Females	6c(2)	A
d Valuation liability interest rate	6d	7.25 %
e Salary scale	6e	% ☒ N/A
f Withdrawal liability interest rate:		
(1) Type of interest rate	6f(1)	☒ Single rate ☐ ERISA 4044 ☐ Other ☐ N/A
(2) If "Single rate" is checked in (1), enter applicable single rate	6f(2)	5.00%
g Estimated investment return on actuarial value of assets for year ending on the valuation date	6g	3.0%
h Estimated investment return on current value of assets for year ending on the valuation date	6h	-12.3%
i Expense load included in normal cost reported in line 9b	6i	☐ N/A
(1) If expense load is described as a percentage of normal cost, enter the assumed percentage.....	6i(1)	%
(2) If expense load is a dollar amount that varies from year to year, enter the dollar amount included in line 9b.....	6i(2)	604,944
(3) If neither (1) nor (2) describes the expense load, check the box	6i(3)	☐

7 New amortization bases established in the current plan year:

(1) Type of base	(2) Initial balance	(3) Amortization Charge/Credit
1	5,322,911	553,556

8 Miscellaneous information:

a If a waiver of a funding deficiency has been approved for this plan year, enter the date (MM/DD/YYYY) of the ruling letter granting the approval	8a	
b Demographic, benefit, and contribution information		
(1) Is the plan required to provide a projection of expected benefit payments? (See instructions) If "Yes," see instructions for required attachment.	☒ Yes ☐ No	
(2) Is the plan required to provide a Schedule of Active Participant Data? (See instructions).	☒ Yes ☐ No	
(3) Is the plan required to provide a projection of employer contributions and withdrawal liability payments? (See instructions) If "Yes," attach a schedule.	☒ Yes ☐ No	
c Are any of the plan's amortization bases operating under an extension of time under section 412(e) (as in effect prior to 2008) or section 431(d) of the Code?	☐ Yes ☒ No	
d If line c is "Yes," provide the following additional information:		
(1) Was an extension granted automatic approval under section 431(d)(1) of the Code?	☐ Yes ☐ No	
(2) If line 8d(1) is "Yes," enter the number of years by which the amortization period was extended ..	8d(2)	
(3) Was an extension approved by the Internal Revenue Service under section 412(e) (as in effect prior to 2008) or 431(d)(2) of the Code?	☐ Yes ☐ No	
(4) If line 8d(3) is "Yes," enter number of years by which the amortization period was extended (not including the number of years in line (2))	8d(4)	
(5) If line 8d(3) is "Yes," enter the date of the ruling letter approving the extension	8d(5)	
(6) If line 8d(3) is "Yes," is the amortization base eligible for amortization using interest rates applicable under section 6621(b) of the Code for years beginning after 2007?	☐ Yes ☐ No	
e If box 5h is checked or line 8c is "Yes," enter the difference between the minimum required contribution for the year and the minimum that would have been required without using the shortfall method or extending the amortization base(s)	8e	

9 Funding standard account statement for this plan year:**Charges to funding standard account:**

a Prior year funding deficiency, if any	9a	
b Employer's normal cost for plan year as of valuation date.....	9b	2,864,325

c Amortization charges as of valuation date:**(1)** All bases except funding waivers and certain bases for which the amortization period has been extended**(2)** Funding waivers**(3)** Certain bases for which the amortization period has been extended.....

	Outstanding balance	
9c(1)	59,095,980	8,251,827
9c(2)	0	0
9c(3)	0	0

d Interest as applicable on lines 9a, 9b, and 9c..... **9d** 805,921**e** Total charges. Add lines 9a through 9d..... **9e** 11,922,073**Credits to funding standard account:****f** Prior year credit balance, if any..... **9f** 20,938,826**g** Employer contributions. Total from column (b) of line 3..... **9g** 8,481,528

	Outstanding balance	
h Amortization credits as of valuation date..... 9h	22,247,919	4,811,428

i Interest as applicable to end of plan year on lines 9f, 9g, and 9h..... **9i** 2,173,181**j** Full funding limitation (FFL) and credits:**(1)** ERISA FFL (accrued liability FFL).....**(2)** "RPA '94" override (90% current liability FFL)**(3)** FFL credit

9j(1)	61,661,868	
9j(2)	114,346,270	
9j(3)		0

k (1) Waived funding deficiency**(2)** Other credits**l** Total credits. Add lines 9f through 9i, 9j(3), 9k(1), and 9k(2)..... **9l** 36,404,963**m** Credit balance: If line 9l is greater than line 9e, enter the difference**n** Funding deficiency: If line 9e is greater than line 9l, enter the difference**o** Current year's accumulated reconciliation account:**(1)** Due to waived funding deficiency accumulated prior to the current plan year**(2)** Due to amortization bases extended and amortized using the interest rate under section 6621(b) of the Code:**(a)** Reconciliation outstanding balance as of valuation date**(b)** Reconciliation amount (line 9c(3) balance minus line 9o(2)(a))**(3)** Total as of valuation date

9o(1)		0
9o(2)(a)		0
9o(2)(b)		0
9o(3)		0

10 Contribution necessary to avoid an accumulated funding deficiency. (see instructions.)..... **10** 0**11** Has a change been made in the actuarial assumptions for the current plan year? If "Yes," see instructions ☐ Yes ☒ No