# 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**

## 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.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

**B** This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

**C** If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

**D** Check box if filing under:
- [X] 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
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL PENSION PLAN

**1b** Three-digit plan number (PN) ▶ 001

**1c** Effective date of plan 06/01/1962

**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)
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL

10599 OLD HIGHWAY 99 S
DILLARD, OR 97432

**2b** Employer Identification Number (EIN)
93-6021814

**2c** Plan Sponsor's telephone number
541-696-3111

**2d** Business code (see instructions)
321210

**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. | 10/14/2024 | SAMANTHA RASCHIO |
| | **Signature of plan administrator** | Date | Enter name of individual signing as plan administrator |
| **SIGN HERE** | | | |
| | **Signature of employer/plan sponsor** | Date | Enter name of individual signing as employer or plan sponsor |
| **SIGN HERE** | | | |
| | **Signature of DFE** | Date | Enter name of individual signing as DFE |

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

**3b** Administrator's EIN

**3c** Administrator's telephone number

**4** If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

**a** Sponsor's name

**4b** EIN

**c** Plan Name

**4d** PN

| | | | |
|---|---|---|---|
| **5** | Total number of participants at the beginning of the plan year | **5** | 3770 |
| **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 | **6a(1)** | 705 |
| **a(2)** | Total number of active participants at the end of the plan year | **6a(2)** | 603 |
| **b** | Retired or separated participants receiving benefits | **6b** | 1897 |
| **c** | Other retired or separated participants entitled to future benefits | **6c** | 808 |
| **d** | Subtotal. Add lines **6a(2)**, **6b**, and **6c**. | **6d** | 3308 |
| **e** | Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. | **6e** | 359 |
| **f** | Total. Add lines **6d** and **6e**. | **6f** | 3667 |
| **g(1)** | Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) | **6g(1)** | |
| **g(2)** | Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | **6g(2)** | |
| **h** | Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested | **6h** | 0 |
| **7** | Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) | **7** | |

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

1B 1I

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

**9a** Plan funding arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] 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)** [X] Trust
- **(4)** [ ] General assets of the sponsor

**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)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **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)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **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 SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

# Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

**2023**

**This Form is Open to Public Inspection**

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

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

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

**A** Name of plan
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL 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
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL

**D** Employer Identification Number (EIN)
93-6021814

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

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

## Part I Basic Information

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

**2** Assets:

| | | |
|---|---|---|
| **a** Market value | **2a** | 250326734 |
| **b** Actuarial value | **2b** | 275359407 |

**3** Funding target/participant count breakdown

| | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
|---|---|---|---|
| **a** For retired participants and beneficiaries receiving payment | 2304 | 207807484 | 207807484 |
| **b** For terminated vested participants | 799 | 29272778 | 29272778 |
| **c** For active participants | 705 | 44710436 | 45682397 |
| **d** Total | 3808 | 281790698 | 282762659 |

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

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

| | | |
|---|---|---|
| **5** Effective interest rate | **5** | 5.23 % |
| **6** Target normal cost | | |
| **a** Present value of current plan year accruals | **6a** | 0 |
| **b** Expected plan-related expenses | **6b** | 3520000 |
| **c** Target normal cost | **6c** | 3520000 |

**Statement by Enrolled Actuary**

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

**SIGN HERE**

Signature of actuary

07/01/2024
Date

VALERIE PIRKTL
Type or print name of actuary

23-07900
Most recent enrollment number

FIDELITY INVESTMENTS
Firm name

415-445-6997
Telephone number (including area code)

100 CALIFORNIA STREET
SUITE 1200
SAN FRANCISCO, CA 94111
Address of the firm

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

## Part II Beginning of Year Carryover and Prefunding Balances

| | | (a) Carryover balance | (b) Prefunding balance |
|---|---|---|---|
| 7 | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) | 0 | 16216195 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | 0 | 5201979 |
| 9 | Amount remaining (line 7 minus line 8) | 0 | 11014216 |
| 10 | Interest on line 9 using prior year's actual return of -13.71 % | 0 | -1510049 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| a | Present value of excess contributions (line 38a from prior year) | | 0 |
| b(1) | Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.40 % | | 0 |
| b(2) | Interest on line 38b from prior year Schedule SB, using prior year's actual return | | |
| c | Total available at beginning of current plan year to add to prefunding balance | | 0 |
| d | Portion of (c) to be added to prefunding balance | | 0 |
| 12 | Other reductions in balances due to elections or deemed elections | 0 | 0 |
| 13 | Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) | 0 | 9504167 |

## Part III Funding Percentages

| | | | |
|---|---|---|---|
| 14 | Funding target attainment percentage | 14 | 94.02 % |
| 15 | Adjusted funding target attainment percentage | 15 | 94.02 % |
| 16 | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement | 16 | 95.58 % |
| 17 | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage | 17 | % |

## Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

| (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees | (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees |
|---|---|---|---|---|---|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | Totals ► 18(b) | 0 | 18(c) 0 |

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

20 Quarterly contributions and liquidity shortfalls:

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

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

| (1) 1st | (2) 2nd | (3) 3rd | (4) 4th |
|---|---|---|---|
| 0 | 0 | 0 | 0 |

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

**21** Discount rate:

**a** Segment rates:

| 1st segment: | 2nd segment: | 3rd segment: | |
|---|---|---|---|
| 4.75 % | 5.00 % | 5.74 % | ☐ N/A, full yield curve used |

| | | |
|---|---|---|
| **b** Applicable month (enter code) | **21b** | 4 |
| **22** Weighted average retirement age | **22** | 61 |

**23** Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

## Part VI Miscellaneous Items

**24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

**26** Demographic and benefit information

**a** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

**b** Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

| | | |
|---|---|---|
| **27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment | **27** | |

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

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

## Part VIII Minimum Required Contribution For Current Year

**31** Target normal cost and excess assets (see instructions):

| | | |
|---|---|---|
| **a** Target normal cost (line 6c) | **31a** | 3520000 |
| **b** Excess assets, if applicable, but not greater than line 31a | **31b** | 0 |

| **32** Amortization installments: | Outstanding Balance | Installment |
|---|---|---|
| **a** Net shortfall amortization installment | 16907419 | 2041953 |
| **b** Waiver amortization installment | 0 | 0 |

| | | |
|---|---|---|
| **33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount | **33** | |
| **34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) | **34** | 5561953 |

| | Carryover balance | Prefunding balance | Total balance |
|---|---|---|---|
| **35** Balances elected for use to offset funding requirement | 0 | 5561953 | 5561953 |

| | | |
|---|---|---|
| **36** Additional cash requirement (line 34 minus line 35) | **36** | 0 |
| **37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) | **37** | 0 |
| **38** Present value of excess contributions for current year (see instructions) | | |
| **a** Total (excess, if any, of line 37 over line 36) | **38a** | 0 |
| **b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances | **38b** | 0 |
| **39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) | **39** | 0 |
| **40** Unpaid minimum required contributions for all years | **40** | 0 |

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

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

| SCHEDULE C (Form 5500) | Service Provider Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury<br>Internal Revenue Service<br>Department of Labor<br>Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br>▶ **File as an attachment to Form 5500.** | **2023**<br>**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
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL PENSION PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL

**D** Employer Identification Number (EIN)
93-6021814

## 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).. . . . . [X] Yes [ ] No

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

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

PRINCIPAL FINANCIAL GROUP INC.

42-1520346

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

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

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

FID INV INST OPS CO

04-3532603

| (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 15 16 50 | ACTUARY/CONSULT/RCRDKPR | 1035346 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

PRINCIPAL FINANCIAL GROUP INC.

42-1520346

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 21 50 | TRUSTEE | 116984 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

MOSS ADAMS, LLP

91-0189318

| (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 50 | ACCOUNTING | 20349 | Yes [ ] No [X] | 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)

STOEL RIVES LLP

93-0408771

| (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 50 | LEGAL | 11304 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

IRON MOUNTAIN INC.

04-3107342

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 49 50 | OTHER | 5820 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

| (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? |
|---|---|---|---|---|---|---|
| | | | 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
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL PENSION PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan or DFE sponsor's name as shown on line 2a of Form 5500
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL

**D** Employer Identification Number (EIN)
93-6021814

**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: MASTER TRUST FOR ROSEBURG FOREST PR

**b** Name of sponsor of entity listed in (a): ROSEBURG FOREST PRODUCTS CO.

| **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) |
|---|---|---|
| 93-1240670-005 | M | 249184956 |

**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) |
|---|---|---|

## 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 |
|---|---|

**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
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL PENSION PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL

**D** Employer Identification Number (EIN)
93-6021814

## Part I Asset and Liability Statement

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

| Assets | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|
| **a** Total noninterest-bearing cash | 1a | | |
| **b** Receivables (less allowance for doubtful accounts): | | | |
| **(1)** Employer contributions | 1b(1) | | |
| **(2)** Participant contributions | 1b(2) | | |
| **(3)** Other | 1b(3) | | |
| **c** General investments: | | | |
| **(1)** Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | | |
| **(2)** U.S. Government securities | 1c(2) | | |
| **(3)** Corporate debt instruments (other than employer securities): | | | |
| **(A)** Preferred | 1c(3)(A) | | |
| **(B)** All other | 1c(3)(B) | | |
| **(4)** Corporate stocks (other than employer securities): | | | |
| **(A)** Preferred | 1c(4)(A) | | |
| **(B)** Common | 1c(4)(B) | | |
| **(5)** Partnership/joint venture interests | 1c(5) | | |
| **(6)** Real estate (other than employer real property) | 1c(6) | | |
| **(7)** Loans (other than to participants) | 1c(7) | | |
| **(8)** Participant loans | 1c(8) | | |
| **(9)** Value of interest in common/collective trusts | 1c(9) | | |
| **(10)** Value of interest in pooled separate accounts | 1c(10) | | |
| **(11)** Value of interest in master trust investment accounts | 1c(11) | 251178085 | 249184956 |
| **(12)** Value of interest in 103-12 investment entities | 1c(12) | | |
| **(13)** Value of interest in registered investment companies (e.g., mutual funds) | 1c(13) | | |
| **(14)** Value of funds held in insurance company general account (unallocated contracts) | 1c(14) | | |
| **(15)** Other | 1c(15) | 1616412 | 1614099 |

| | | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|---|
| **1d** | Employer-related investments: | | | |
| | **(1)** Employer securities | 1d(1) | | |
| | **(2)** Employer real property | 1d(2) | | |
| **e** | Buildings and other property used in plan operation | 1e | | |
| **f** | Total assets (add all amounts in lines 1a through 1e) | 1f | 252794497 | 250799055 |
| | **Liabilities** | | | |
| **g** | Benefit claims payable | 1g | | |
| **h** | Operating payables | 1h | | |
| **i** | Acquisition indebtedness | 1i | | |
| **j** | Other liabilities | 1j | | |
| **k** | Total liabilities (add all amounts in lines 1g through1j) | 1k | 0 | 0 |
| | **Net Assets** | | | |
| **l** | Net assets (subtract line 1k from line 1f) | 1l | 252794497 | 250799055 |

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

| | | (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) | | 20505933 |
| **(9)** Net investment gain (loss) from 103-12 investment entities | 2b(9) | | |
| **(10)** Net investment gain (loss) from registered investment companies (e.g., mutual funds) | 2b(10) | | |
| **c** Other income | 2c | | |
| **d** Total income. Add all **income** amounts in column (b) and enter total | 2d | | 20505933 |
| **Expenses** | | | |
| **e** Benefit payment and payments to provide benefits: | | | |
| **(1)** Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 19447322 | |
| **(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) | | 19447322 |
| **f** Corrective distributions (see instructions) | 2f | | |
| **g** Certain deemed distributions of participant loans (see instructions) | 2g | | |
| **h** Interest expense | 2h | | |
| **i** Administrative expenses: | | | |
| **(1)** Salaries and allowances | 2i(1) | | |
| **(2)** Contract administrator fees | 2i(2) | | |
| **(3)** Recordkeeping fees | 2i(3) | 474530 | |
| **(4)** IQPA audit fees | 2i(4) | 20349 | |
| **(5)** Investment advisory and investment management fees | 2i(5) | | |
| **(6)** Bank or trust company trustee/custodial fees | 2i(6) | 116984 | |
| **(7)** Actuarial fees | 2i(7) | 54275 | |
| **(8)** Legal fees | 2i(8) | 11304 | |
| **(9)** Valuation/appraisal fees | 2i(9) | | |
| **(10)** Other trustee fees and expenses | 2i(10) | | |
| **(11)** Other expenses | 2i(11) | 2376611 | |
| **(12)** Total administrative expenses. Add lines **2i(1)** through **(11)** | 2i(12) | | 3054053 |
| **j** Total expenses. Add all **expense** amounts in column (b) and enter total | 2j | | 22501375 |
| **Net Income and Reconciliation** | | | |
| **k** Net income (loss). Subtract line **2j** from line **2d** | 2k | | -1995442 |
| **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)** [X] 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)** [X] 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: MOSS ADAMS, LLP **(2)** EIN: 91-0189318

**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.) | **4a** | | X | |
| **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.) | **4b** | | X | |
| **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.) | **4c** | | X | |
| **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.) | **4d** | | X | |
| **e** Was this plan covered by a fidelity bond? | **4e** | X | | 10000000 |
| **f** Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | **4f** | | X | |
| **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? | **4g** | | X | |
| **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? | **4h** | | X | |
| **i** Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) | **4i** | | X | |
| **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.) | **4j** | | X | |
| **k** Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? | **4k** | | X | |
| **l** Has the plan failed to provide any benefit when due under the plan? | **4l** | | X | |
| **m** If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | **4m** | | | |
| **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. | **4n** | | | |

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] 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.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 518456.

# 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.**

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

**A** Name of plan
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL PENSION PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL

**D** Employer Identification Number (EIN)
93-6021814

## Part I Distributions

**All references to distributions relate only to payments of benefits during the plan year.**

**1** Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... **1** 0

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 42-1520346

**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** 6

## Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

**If the plan is a defined benefit plan, go to line 8.**

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

**If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.**

**6 a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) ..... **6a**

**b** Enter the amount contributed by the employer to the plan for this plan year ..... **6b**

**c** Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) ..... **6c**

**If you completed line 6c, skip lines 8 and 9.**

**7** Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

**8** If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

## Part III Amendments

**9** If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☒ **No**

## Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

**10** Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

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

**b** If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

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

## Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

**14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

| | | |
|---|---|---|
| **a** The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) | **14a** | |
| **b** The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) | **14b** | |
| **c** The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) | **14c** | |

**15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

| | | |
|---|---|---|
| **a** The corresponding number for the plan year immediately preceding the current plan year | **15a** | |
| **b** The corresponding number for the second preceding plan year | **15b** | |

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

| | | |
|---|---|---|
| **a** Enter the number of employers who withdrew during the preceding plan year | **16a** | |
| **b** If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers | **16b** | |

**17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

## Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

**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: 9.8 % Private Equity: 84.5 % Investment-Grade Debt and Interest Rate Hedging Assets: 1.0 %

High-Yield Debt: _____ % Real Assets: _____ % Cash or Cash Equivalents: 4.1 % Other: 0.6 %

**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_____.

# ROSEBURG FOREST PRODUCTS CO. & CARPENTERS INDUSTRIAL COUNCIL PENSION PLAN

Financial Statements

December 31, 2023 and 2022

(With Report of Independent Auditors Thereon)

**ROSEBURG FOREST PRODUCTS CO. & CARPENTERS INDUSTRIAL COUNCIL PENSION PLAN**

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MOSSADAMS

# Report of Independent Auditors

The Trustees of
Roseburg Forest Products Co. and Carpenters Industrial Council Pension Plan

## Report on the Audit of the Financial Statements

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

We have performed audits of the financial statements of Roseburg Forest Products Co. and Carpenters Industrial Council Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from qualified institutions as of December 31, 2023 and 2022 and for the years then ended, stating that the certified investment information, as described in Note 7 to the financial statements, is complete and accurate.

### *Opinion*

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

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

### *Basis for Opinion*

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

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

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

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

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

In performing an audit in accordance with GAAS, we:

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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.

Moss Adams LLP

Portland, Oregon
October 11, 2024

**ROSEBURG FOREST PRODUCTS CO. & CARPENTERS INDUSTRIAL COUNCIL PENSION PLAN**

Statements of Net Assets Available for Benefits

December 31, 2023 and 2022

| | 2023 | 2022 |
|---|---|---|
| ASSETS | | |
| Investments, at fair value: | | |
| Plan's investment in Roseburg Forest Products Co. and Carpenters Industrial Council Master Trust | $ 249,184,956 | $ 251,178,085 |
| Total investments, at fair value | 249,184,956 | 251,178,085 |
| Other assets | 1,614,099 | 1,616,412 |
| Total other assets | 1,614,099 | 1,616,412 |
| NET ASSETS AVAILABLE FOR BENEFITS | $ 250,799,055 | $ 252,794,497 |

See accompanying notes to financial statements.

**ROSEBURG FOREST PRODUCTS CO. & CARPENTERS INDUSTRIAL COUNCIL PENSION PLAN**

Statements of Changes in Net Assets Available for Benefits

Years ended December 31, 2023 and 2022

| | 2023 | 2022 |
|---|---|---|
| NET INVESTMENT INCOME (LOSS) | | |
| Change in Plan's interest in Roseburg Forest Products Co. and Carpenters Industrial Council Master Trust | $ 20,505,933 | $ (40,533,950) |
| DEDUCTIONS FROM NETS ASSETS ATTRIBUTED TO | | |
| Retirement benefits and expenses: | | |
| Benefit payments | 19,447,322 | 20,485,858 |
| Administrative expenses | 3,054,053 | 4,047,808 |
| Total retirement benefits and expenses | 22,501,375 | 24,533,666 |
| CHANGE IN NET ASSETS | (1,995,442) | (65,067,616) |
| NET ASSETS AVAILABLE FOR BENEFITS | | |
| Beginning of year | 252,794,497 | 317,862,113 |
| End of year | $ 250,799,055 | $ 252,794,497 |

See accompanying notes to financial statements.

## (1) Description of the Plan

The following description of the Roseburg Forest Products Co. & Carpenters Industrial Council Pension Plan (the Plan) provides general information only. Participants should refer to the plan document for a more complete description of the Plan's provisions.

### *(a) General*

The Plan was formed in June 1961 for the purpose of providing pension benefits to employees of those employers participating in the Plan.

The Plan covers Oregon employees of Roseburg Forest Products Co. (RFP or the Company) working under a collective bargaining agreement in a plant or operation in the lumber industry and whom the Company has agreed to have covered under the Plan. Employees are eligible to participate after the completion of 500 hours of service. The board of trustees approved an amendment to the Plan to reflect the freeze of benefit accruals under the Plan effective March 1, 2017. Any participant as of the date of ratification will continue to accrue service credit solely for the purpose of vesting at five years from the date of hire and then will cease earning further service credit. Any employee hired on or after March 1, 2017 will receive no benefit under the Plan.

The Plan is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Principal Financial Group (Principal) is the custodian of the Plan. The Company acts as the plan administrator. Principal closed the acquisition of certain assets of the Wells Fargo Institutional Retirement and Trust business (IRT) on July 1, 2019. The transition, transfer, and integration of IRT business operations, employees, and clients occurred February 2022.

### *(b) Vesting*

The participants become 100% vested in their benefit after: (1) completion of 5 or more years of future service with a participanting employer during which they worked 1,000 hours per year; (2) completion of 15 years of credited service including 5 years of future service credits; or (3) satisfaction of the requirements for normal, early, or disability retirement before incurring a forfeiture.

Participants earn one year of past service credit for each calendar year the employee worked at least one day in the lumber industry prior to the date of the employer's participation. Prior service credit is limited to 15 years. Participants earn future service credit for each plan year in which the employee is credited with 600 hours of service, as defined by the Plan. The amount of future service credit received is based on the number of hours worked.

### *(c) Retirement Benefits*

Participants are eligible for normal retirement benefits after qualifying as a vested participant and attainment of age 65. The Plan also provides for early, deferred, disability, joint, and survivor retirement benefits and a preretirement death benefit.

Past and future service credits vary based on the employee termination date and whether related to past or future service. Rates range from a benefit of $2.70 per service year for terminations prior to 1965, up to a maximum benefit of $45 per service credit for certain service years through March 1, 2017.

### *(d) Death and Disability Benefits*

A benefit will be payable to a surviving spouse of a deceased participant, whether the participant is employed or not, if the participant is fully vested, or eligible for early or normal retirement, or terminated employment after attaining age 55 with 30 or more years of credited service, and died after attaining age 55 with a minimum 10 years of credited service and the death occurs prior to the participant receiving benefits. The Plan provides for disability retirement benefits to nonretired participants provided that the participant meets the criteria set forth in the plan document.

### *(e) Benefit Payment Options*

The normal form of retirement benefit payments is a lifetime annuity (if unmarried) or a joint and surviving spouse's annuity (if married). Alternative benefit payment options are available to participants upon written election. If the present value of a participant's retirement benefits is no more than $5,000, the participant account will be automatically transferred to a qualified plan or individual retirement account for the participant or a beneficiary by the plan administrator in a lump sum.

Participants may elect an early retirement on or after attaining age 55. Annual benefit payments for participants retiring early are subject to a reduction factor, as defined by the Plan.

## (2) Summary of Significant Accounting Policies

### *(a) Basis of Accounting*

The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP), using the accrual basis of accounting.

### *(b) Investment Valuation and Income Recognition*

All assets held in the Roseburg Forest Products Co. and Carpenters Industrial Council Master Trust (Master Trust) are reported at fair value. All other assets 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 among market participants at the measurement date. See Notes 8 and 9 for discussion of fair value measurements.

All assets in the Master Trust are certified by a bank or similar institution that is regulated, supervised, and subject to periodic examination by a state or federal agency in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Interest income is recorded as earned on the accrual basis. Dividends are recorded on the ex-dividend date. Purchases and sales price of securities are reflected on the trade date. There were no significant unsettled trades at year-end.

Master Trust investment income includes realized gains and losses on the investment in the Master Trust sold during the year and the change in unrealized appreciation and depreciation from one period to the next.

### *(c) Risk and Uncertainties*

The Master Trust assets are invested in a variety of investments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall volatility risks. Due to the level of risk associated with certain investment securities, it is 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 statements of net assets available for benefits.

The Master Trust may invest in a variety of investments, which include securities with contractual cash flows that may include asset-backed securities, collateralized mortgage obligations, and commercial mortgage-backed securities. The value, liquidity, and related income of these securities are sensitive to changes in economic conditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

Plan contributions are made, and the actuarial present value of accumulated plan benefits is 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.

### *(d) Funding Policy*

RFP makes all necessary contributions into the Plan as determined by the Plan's actuaries in order to comply with the annual ERISA minimum funding requirement. The Company's contributions for 2023 and 2022 met the minimum funding requirements of ERISA.

### *(e) Payment of Benefits*

Benefit payments to participants are recorded upon distribution.

### *(f) Other Assets*

Other assets represent prepayments of benefit payments to participants for the month of January 2024.

### *(g) Administrative Expenses*

Plan expenses, including audit fees, various legal expenses, Pension Benefit Guaranty Corporation (PBGC) premiums, and trustee fees, are paid by the Plan.

***(h) Use of Estimates***

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

**(3) Actuarial Determinations**

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits payable under all circumstances—retirement, death, disability, and termination of employment—are included, to the extent they are deemed attributable to employee service rendered to the valuation date. The actuarial present value of accumulated plan benefits as of December 31, 2023 and 2022 is as follows:

| | 2023 | 2022 |
|---|---|---|
| Vested benefits: | | |
| Retired participants and beneficiaries currently receiving benefits | $ 168,809,893 | $ 170,986,752 |
| Other participants | 53,674,481 | 55,871,876 |
| Total vested benefits | 222,484,374 | 226,858,628 |
| Nonvested benefits | 593,244 | 726,282 |
| Total | $ 223,077,618 | $ 227,584,910 |

The change in the actuarial present value of accumulated plan benefits for the years ended December 31, 2023 and 2022 consisted of the following:

| | 2023 | 2022 |
|---|---|---|
| Actuarial present value of accumulated plan benefits, beginning of year | $ 227,584,910 | 233,277,285 |
| Increase (decrease) during the year attributed to: | | |
| Benefits accumulated and actuarial gains and losses | (869,640) | (1,623,619) |
| Benefits paid to participants and beneficiaries | (19,445,009) | (20,259,791) |
| Increase due to passage of time | 15,807,357 | 16,191,035 |
| Actuarial present value of accumulated plan benefits, end of year | $ 223,077,618 | 227,584,910 |

Significant assumptions underlying the actuarial determinations as of January 1, 2024 and January 1, 2023 were as follows:

| | | |
|---|---|---|
| Valuation interest rate | 7.25% | |
| Actuarial cost method | Unit credit cost method | |
| | **Age (in years)** | **Rates** |
| Assumed retirement age: | | |
| Active participants | 55–59 | 5%–10% |
| | 60 | 10 |
| | 61 | 20 |
| | 62 | 50 |
| | 63–64 | 25 |
| | 65 | 100 |
| Terminated vested | Assumed at age 62 | |
| Mortality basis | Pri-2012 Mortality Table (with Blue collar adjustment) with MP-2021 Mortality Improvement Scale | |

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, then different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated benefits. The actuarial valuations were prepared as of January 1, 2024 and 2023. Had the valuation been prepared as of December 31, 2023 or 2022, there would be no material differences.

**(4) Plan Termination**

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

In the event the Plan terminates, the Plan provides that the rights of all participants accrued to the date of termination, to the extent that funded, shall become fully vested and nonforfeitable.

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

(a) Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under plan provisions in effect at any time during the five years preceding plan termination.

(b) Other vested benefits insured by the PBGC up to the applicable limitations (discussed below)

(c) All other vested benefits (i.e., vested benefits not insured by the PBGC)

(d) All nonvested benefits

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling, which is adjusted periodically, on the maximum amount of monthly benefit the PBGC guarantees. That ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or plan termination (whichever comes later). For younger annuitants or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

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

## (5) Income Tax Status

The Internal Revenue Service has determined and informed the Plan by letter dated November 17, 2015 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. However, the plan sponsor and the Plan's counsel believe the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or an asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

## (6) Related-Party Transactions

Certain plan investments have been managed by Wells Fargo Bank, N.A. and Principal (Custodians). Wells Fargo and Principal are the custodians, as defined by the Plan, and therefore, certain of these investment balances and investment transactions qualify as party-in-interest transactions. The Plan paid the Custodians $31,867 and $33,646 during the years ending December 31, 2023 and 2022, for investment management and custodial services.

## (7) Information Certified by the Custodians

The plan administrator has elected the method of annual reporting and compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. The following information included in the financial statements and the Master Trust was provided and certified by the Custodians of the Plan, as of and for the years ended December 31, 2023 and 2022, as complete and accurate:

- Investments, at fair value
- Investment (loss) income, net
- Master Trust investment information included in Notes 8 and 9, excluding leveling of the fair value hierarchy

## (8) Roseburg Forest Products Co. and Carpenters Industrial Council Master Trust

The Custodians hold all investments of the Master Trust. Under the Master Trust, each of the Company's pension plans can own a proportionate share (in the form of master trust units) of the consolidated master trust investments. The fair value of the Plan's interest in the Master Trust is based on the beginning of the year value of the Plan's interest plus actual contributions and allocated investment income less actual distributions and allocated administrative expenses.

The participating plans' interest in the Master Trust at December 31, 2023 and 2022 was as follows:

| | 2023 | | 2022 | |
|---|---|---|---|---|
| Roseburg Forest Products Co. & Carpenters Industrial Council Pension Plan | $ 249,184,956 | 67.73 % | $ 251,178,085 | 68.03 % |
| Roseburg Forest Products Co. Retirement Plan | 99,545,878 | 27.06 % | 99,328,770 | 26.91 % |
| Roseburg Forest Products Co. Employee Pension Plan | 19,125,268 | 5.21 % | 18,672,066 | 5.06 % |
| | $ 367,856,102 | 100.00 % | $ 369,178,921 | 100.00 % |

The following table represents the net assets of the Master Trust and the Plan at December 31, 2023 and 2022:

| | Master Trust | | Plan | |
|---|---|---|---|---|
| | 2023 | 2022 | 2023 | 2022 |
| Assets: | | | | |
| Cash and cash equivalents | $ 20,534,972 | 21,739,956 | 13,910,347 | 14,791,203 |
| Investments | 347,321,130 | 347,438,965 | 235,274,609 | 236,386,882 |
| Total assets | 367,856,102 | 369,178,921 | 249,184,956 | 251,178,085 |
| Net assets of the Master Trust | $ 367,856,102 | 369,178,921 | 249,184,956 | 251,178,085 |

The following table represents the changes in net assets of the Master Trust and the Plan, excluding administrative expenses, for the years ended December 31, 2023 and 2022:

| | Master Trust | | Plan | |
|---|---|---|---|---|
| | 2023 | 2022 | 2023 | 2022 |
| Investment income (loss): | | | | |
| Net appreciation (depreciation) in fair value of investments | $ 27,511,304 | (62,432,663) | 18,665,107 | (42,585,078) |
| Interest, dividends, and other income | 2,712,272 | 3,009,950 | 1,840,826 | 2,051,128 |
| Net investment income (loss) | $ 30,223,576 | (59,422,713) | 20,505,933 | (40,533,950) |

Investment income (loss) is offset by investment management fees during the year. The Master Trust's net appreciation (depreciation) in fair value of investments are allocated to the Plan based on the Plan's interest in the underlying assets.

## (9) Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurements and Disclosures*, establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to measurements involving significant unobservable inputs (Level 3). The three levels of the fair value hierarchy are as follows:

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

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

The following is a description of the valuation techniques used for assets measured at fair value. There have been no changes in the techniques used at December 31, 2023 or 2022.

*Cash and Cash Equivalents:* Valued at fair value based on face value or cost plus accrued interest, which approximates fair value because of the short maturity of these investments

*Shares in Registered Investment Companies and Common Stocks*: Valued at fair value based on the closing price reported on the active market on which the individual securities are traded.

*Hedge Funds, Limited Partnerships, and Private Equity Funds:* Some units held in hedge funds, limited partnerships, and private equity funds (units) are valued using published prices as the basis for current transactions. Other units are valued using the NAV practical expedient of the unit as reported by the unit managers. The NAV is based on the fair value of the underlying assets owned by the unit, minus its liabilities, and then divided by the number of units outstanding. The NAV of a unit is calculated based on a compilation of primarily observable market information.

The methods 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 Master Trust believes it 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 Master Trust's and the Plan's assets at fair value as of December 31, 2023:

| | Investments at fair value | | | | |
|---|---|---|---|---|---|
| | Master Trust | | | | Plan |
| | Level 1 | Level 2 | Level 3 | Total | Total |
| Cash and cash equivalents | $ 20,534,972 | $ - | $ - | $ 20,534,972 | $ 13,910,347 |
| Common stock | 5,686,910 | - | - | 5,686,910 | 3,852,301 |
| Shares in registered investment companies | 38,234,450 | - | - | 38,234,450 | 25,899,936 |
| Hedge funds | - | 19,580,848 | - | 19,580,848 | 13,264,026 |
| Limited partnership and private equity funds | - | 5,024,116 | - | 5,024,116 | 3,403,326 |
| Total investments in fair value hierarchy | $ 64,456,332 | $ 24,604,964 | $ - | 89,061,296 | 60,329,936 |
| Hedge funds | | | | 70,378,171 | 47,674,026 |
| Limited partnerships and private equity funds | | | | 208,416,635 | 141,180,994 |
| Investments measured at NAV practical expedient | | | | 278,794,806 | 188,855,020 |
| Total assets at fair value | | | | $ 367,856,102 | $ 249,184,956 |

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

| | Investments at fair value | | | | |
|---|---|---|---|---|---|
| | Master Trust | | | | Plan |
| | Level 1 | Level 2 | Level 3 | Total | Total |
| Cash and cash equivalents | $ 21,739,956 | $ - | $ - | $ 21,739,956 | $ 14,791,203 |
| Common stock | 11,673,259 | - | - | 11,673,259 | 7,942,129 |
| Shares in registered investment companies | 31,833,178 | - | - | 31,833,178 | 21,659,284 |
| Hedge funds | - | 17,747,818 | - | 17,747,818 | 12,075,075 |
| Limited partnership and private equity funds | - | 4,135,162 | - | 4,135,162 | 2,812,478 |
| Total investments in fair value hierarchy | $ 65,246,393 | $ 21,882,980 | $ - | 87,129,373 | 59,280,169 |
| Hedge funds | | | | 92,053,707 | 62,630,537 |
| Limited partnerships and private equity funds | | | | 189,995,841 | 129,267,379 |
| Investments measured at NAV practical expedient | | | | 282,049,548 | 191,897,916 |
| Total assets at fair value | | | | $ 369,178,921 | $ 251,178,085 |

At December 31, 2023 and 2022, there were unfunded commitments of $79,448,969 and $88,833,304, respectively, for capital committed to certain investment managers who take several months or years to call the entire investment. This is consistent with the long-term asset allocation strategy of the trust.

The following table provides information regarding redemption of investments where the NAV has been used as a practical expedient at December 31, 2023 and 2022:

| | Fair Value 12/31/2023 | Fair Value 12/31/2022 | Redemption Frequency | Redemption Notice Period | Redemption Restrictions |
|---|---|---|---|---|---|
| Hedge funds | $ 70,378,171 | $ 92,053,707 | Daily - Quinquennially | 0 - 90 days | N/A |
| Limited partnerships and private equity funds | 208,416,635 | 189,995,841 | Daily - Biennially | 0 - 120 days | N/A |
| | $ 278,794,806 | $ 282,049,548 | | | |

## (10) Form 5500

The Form 5500 has certain items that differ from amounts shown on the accompanying financial statements. These differences relate to classification only and have no effect upon net assets available for benefits.

## (11) Subsequent Events

The Plan evaluated subsequent events after the statement of net assets available for benefits date of December 31, 2023 through October 11, 2024, which was the date the financial statements were available to be issued.

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Line 26a – Schedule of Active Participant Data**

# Age and Service Distribution – Active Participants

**Completed Years of Service on January 1, 2023**

| Attained Age | <1 | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40+ | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Under 25** | | | | | | | | | | | |
| Number | | | | | | | | | | | |
| Average Benefit | | | | | | | | | | | |
| **25-29** | | | | | | | | | | | |
| Number | | 10 | 1 | | | | | | | | **11** |
| Average Benefit | | - | - | | | | | | | | **-** |
| **30-34** | | | | | | | | | | | |
| Number | | 33 | 15 | | | | | | | | **48** |
| Average Benefit | | $1,694 | - | | | | | | | | **$2,126** |
| **35-39** | | | | | | | | | | | |
| Number | | 33 | 15 | 16 | 1 | | | | | | **65** |
| Average Benefit | | $1,618 | - | - | - | | | | | | **$3,241** |
| **40-44** | | | | | | | | | | | |
| Number | 1 | 20 | 17 | 13 | 22 | 2 | | | | | **75** |
| Average Benefit | - | $1,712 | - | - | $8,194 | - | | | | | **$4,922** |
| **45-49** | | | | | | | | | | | |
| Number | 1 | 13 | 14 | 17 | 25 | 13 | | | | | **83** |
| Average Benefit | - | - | - | - | $8,125 | - | | | | | **$6,246** |
| **50-54** | | | | | | | | | | | |
| Number | | 18 | 11 | 20 | 19 | 22 | 23 | 4 | | | **117** |
| Average Benefit | | - | - | $6,003 | - | $10,726 | $13,499 | - | | | **$8,141** |
| **55-59** | | | | | | | | | | | |
| Number | 3 | 21 | 14 | 27 | 32 | 27 | 30 | 22 | 2 | | **178** |
| Average Benefit | - | $1,348 | - | $6,318 | $8,355 | $10,692 | $13,340 | $15,251 | - | | **$8,838** |
| **60-64** | | | | | | | | | | | |
| Number | | 11 | 13 | 15 | 21 | 14 | 13 | 21 | 3 | | **111** |
| Average Benefit | | - | - | - | $8,185 | - | - | $16,378 | - | | **$9,466** |
| **65-69** | | | | | | | | | | | |
| Number | | 1 | 3 | 4 | | | 1 | 3 | 1 | | **13** |
| Average Benefit | | - | - | - | | | - | - | - | | **-** |
| **Over 69** | | | | | | | | | | | |
| Number | | | 1 | | | | | 1 | | 2 | **4** |
| Average Benefit | | | - | | | | | - | | - | **-** |
| **Total** | | | | | | | | | | | |
| **Number** | **5** | **160** | **104** | **112** | **120** | **78** | **67** | **51** | **6** | **2** | **705** |
| **Average Benefit** | - | $1,584 | $3,356 | $6,255 | $8,208 | $10,643 | $13,368 | $15,800 | - | - | **$7,063** |

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**

**ERISA Interest Rates** as required by IRC Section 430 based on plan sponsor election of the look-back month for the segment rates:

"Minimum" means for the purpose of calculating the PPA funding liability and normal cost for the minimum required contribution.

"Maximum" means for the purpose of calculating the PPA funding liability and normal cost for the maximum tax-deductible contribution.

| | **2023 Plan Year** | | **2022 Plan Year** | |
|---|---|---|---|---|
| Purpose | Minimum | Maximum | Minimum | Maximum |
| Segment rates or full yield curve | Segment | Segment | Segment | Segment |
| Look-back months | 4 | 4 | 4 | 4 |
| First 5 years | 4.75% | 1.41% | 4.75% | 1.07% |
| Next 15 years | 5.00% | 3.09% | 5.18% | 2.68% |
| Over 20 years | 5.74% | 3.58% | 5.92% | 3.36% |
| Applicable Law for the segment rates corridor | ARPA | Not Applicable | ARPA | Not Applicable |

**Expected Long-Term Return on Plan Assets**: 7.25% (unchanged from prior year) determined by the company. The investment advisor confirmed this assumption continues to be reasonable in their annual return assumptions review dated November 2022.

**Salary Scale:** Not applicable.

**Increase in Consumer Price Index (CPI):** Not applicable.

**Increase in Social Security Taxable Wage Base:** Not applicable.

**Administrative Expenses:** $3,520,000 (previously $3,643,000). Estimated administrative expenses are composed of a 2023 PBGC premium estimate and a non-PBGC related administrative expense estimate. Non-PBGC related administrative expenses are estimated using actual 2022 plan year administrative expenses (excluding PBGC premiums or investment related expenses), adjusted for anticipated 2023 expense experience. The assumption is rounded to the nearest $10,000.

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
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**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**

**Mortality:**

*ERISA*: IRS 2023 Static Mortality Table using separate tables for annuitants and non-annuitants as prescribed by IRC Section 430. These tables include future mortality improvement of 8 years for males and 9 years for females with the following adjustments: For ages below 80, the projection period is increased by 1 year for each year below age 80. For ages above 80, the projection period is reduced (but not below zero) by 1/3 year for each year above 80. (previously IRS 2022 Static Mortality Table, including future mortality improvement of 8 years for males and 9 years for females).

**Retirement Rates:** Rates varying by age are shown below for active participants based on the assumption used by the prior actuary for this plan. There has been no pattern of significant, consistent gains or losses related to this decrement.

| Age | Less than 30 Years of Credited Service | At least 30 Years of Credited Service |
|---|---|---|
| 55 | 5.00% | 10.00% |
| 56 | 5.00% | 10.00% |
| 57 | 5.00% | 10.00% |
| 58 | 5.00% | 10.00% |
| 59 | 5.00% | 10.00% |
| 60 | 10.00% | 10.00% |
| 61 | 20.00% | 20.00% |
| 62 | 50.00% | 50.00% |
| 63 | 25.00% | 25.00% |
| 64 | 25.00% | 25.00% |
| 65 | 100.00% | 100.00% |

Terminated vested participants and deferred beneficiaries are assumed to retire at age 62.

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**

**Termination Rates[1]:** Sample rates varying by age are shown below based on the assumption used by the prior actuary for this plan. There has been no pattern of significant, consistent gains or losses related to this decrement.

| Age | Rates |
|---|---|
| 20 | 33.30% |
| 25 | 24.80% |
| 30 | 16.10% |
| 35 | 12.40% |
| 40 | 9.80% |
| 45 | 7.30% |
| 50 | 6.10% |
| 55 | 5.90% |

**Disability Rates:** Sample rates varying by age are shown below based on the assumption used by the prior actuary for this plan. There has been no pattern of significant, consistent gains or losses related to this decrement.

| Age | Rates |
|---|---|
| 30 | 0.06% |
| 35 | 0.08% |
| 40 | 0.15% |
| 45 | 0.33% |
| 50 | 0.56% |
| 55 | 0.82% |
| 60 | 1.18% |

**Marital Status:** 80% of males and females are assumed married, with females 4 years younger than males. These assumptions were selected by the prior actuary.

**Maximum Benefit:** $265,000 for 2023.

**Maximum Salary:** Not applicable.

**Form of Payment:** 60-month certain and continuous annuity**.**

[1] No termination decrements occur once a participant is retirement eligible.

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**

**Late Retirement Factor:** Not applicable. Suspension of benefit notices were provided. Any increase in benefits due to missed notices have been reflected in the accrued benefit data.

**Data Assumptions:** Employee census data as of January 1, 2023 submitted by the company and financial data provided by Principal. The following data assumptions were made for missing or incomplete information:

- Participants missing benefit information were assumed to receive the average benefit for their respective status grouping.
- Retirees with missing beneficiary gender and date of birth were assumed to have a beneficiary of opposite gender and females were assumed to be 4 years younger than males.

**Actuarial Value of Plan Assets for Funding Purposes:** The actuarial value of assets is equal to:

a) the market value of assets, including discounted receivables, on the valuation date, less

b) the following percentages of prior years' investment gains (losses):

   i) 67% of the prior year, and
   ii) 33% of the second prior year,

   Investment gains and losses are defined as the excess or deficiency of the expected return on the market value (at an assumed rate of 7.25%, not to exceed the third segment rate for that year) over the actual return on the market value of assets, including discounted receivables, for any given year.

c) The actuarial value of assets can be neither less than 90% nor greater than 110% of the market value of assets, including discounted receivables.

**Market Related Value of Assets:** The market related value of assets is equal to the fair value of assets on the valuation date.

**Shortfall Amortization Charge for ERISA Funding Purposes:** Per IRC Section 430(c), the shortfall amortization charge for any plan year is the aggregate total (not less than zero) of the shortfall amortization installments for such plan year with respect to any shortfall amortization base which has not been fully amortized. The shortfall amortization installments are the amounts necessary to amortize the shortfall amortization base of the plan for any plan year in level annual installments over the 15-year period beginning with such plan year.

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**

**Actuarial Cost Method:** The unit credit cost method is used for ERISA funding target (FT) purposes. Under this method, accrued pension benefits are determined for all eligible active participants. These benefits reflect service, salary and negotiated benefit increases to date. The liability is then equal to the present value of all benefits (PVAB) for inactive participants plus the PVAB for active participants.

The normal cost is determined on an individual basis for all active participants who have not attained the assumed retirement age and is equal to the present value of the difference between the current accrued benefit and the anticipated accrued benefit one year later, with the accrued benefit based upon earnings, or negotiated benefit increases, to date in both cases. The total normal cost is based upon the sum of the individual normal costs. The target normal cost for funding is equal to the total normal cost plus assumed administrative expenses expected to be paid from the trust.

# SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

# Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

**2023**

**This Form is Open to Public Inspection**

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

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

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

**A** Name of plan
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL 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
ROSEBURG FOREST PRODUCTS CO. AND CARPENTERS INDUSTRIAL COUNCIL

**D** Employer Identification Number (EIN)
93-6021814

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

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

## Part I Basic Information

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

**2** Assets:

| | | |
|---|---|---|
| **a** Market value | **2a** | 250,326,734 |
| **b** Actuarial value | **2b** | 275,359,407 |

**3** Funding target/participant count breakdown

| | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
|---|---|---|---|
| **a** For retired participants and beneficiaries receiving payment | 2,304 | 207,807,484 | 207,807,484 |
| **b** For terminated vested participants | 799 | 29,272,778 | 29,272,778 |
| **c** For active participants | 705 | 44,710,436 | 45,682,397 |
| **d** Total | 3,808 | 281,790,698 | 282,762,659 |

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

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

| | | |
|---|---|---|
| **5** Effective interest rate | **5** | 5.23% |
| **6** Target normal cost | | |
| **a** Present value of current plan year accruals | **6a** | 0 |
| **b** Expected plan-related expenses | **6b** | 3,520,000 |
| **c** Target normal cost | **6c** | 3,520,000 |

**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**

VP
Signature of actuary

7/1/2024
Date

Valerie Pirktl
Type or print name of actuary

2307900
Most recent enrollment number

Fidelity Investments
Firm name

415-445-6997
Telephone number (including area code)

100 California Street
Suite 1200
San Francisco CA 94111
Address of the firm

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

## Part II Beginning of Year Carryover and Prefunding Balances

| | | (a) Carryover balance | (b) Prefunding balance |
|---|---|---|---|
| 7 | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) | 0 | 16,216,195 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | 0 | 5,201,979 |
| 9 | Amount remaining (line 7 minus line 8) | 0 | 11,014,216 |
| 10 | Interest on line 9 using prior year's actual return of -13.71% | 0 | -1,510,049 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| | **a** Present value of excess contributions (line 38a from prior year) | | 0 |
| | **b(1)** Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.40% | | 0 |
| | **b(2)** Interest on line 38b from prior year Schedule SB, using prior year's actual return | | |
| | **c** Total available at beginning of current plan year to add to prefunding balance | | 0 |
| | **d** Portion of (c) to be added to prefunding balance | | 0 |
| 12 | Other reductions in balances due to elections or deemed elections | 0 | 0 |
| 13 | Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) | 0 | 9,504,167 |

## Part III Funding Percentages

| | | | |
|---|---|---|---|
| 14 | Funding target attainment percentage | 14 | 94.02 % |
| 15 | Adjusted funding target attainment percentage | 15 | 94.02 % |
| 16 | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement | 16 | 95.58 % |
| 17 | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage. | 17 | % |

## Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

| (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees | (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees |
|---|---|---|---|---|---|
| | | | | | |
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| | | | | | |
| | | | | | |
| | | | Totals ► 18(b) | 0 | 18(c) 0 |

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

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

20 Quarterly contributions and liquidity shortfalls:

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

**b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

**c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

| (1) 1st | (2) 2nd | (3) 3rd | (4) 4th |
|---|---|---|---|
| 0 | 0 | 0 | 0 |

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

**21** Discount rate:

**a** Segment rates:

| 1st segment: | 2nd segment: | 3rd segment: | |
|---|---|---|---|
| 4.75 % | 5.00 % | 5.74 % | ☐ N/A, full yield curve used |

| | | |
|---|---|---|
| **b** Applicable month (enter code) | **21b** | 4 |
| **22** Weighted average retirement age | **22** | 61 |

**23** Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

## Part VI Miscellaneous Items

**24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

**26** Demographic and benefit information

**a** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

**b** Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

| | | |
|---|---|---|
| **27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment | **27** | |

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

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

## Part VIII Minimum Required Contribution For Current Year

**31** Target normal cost and excess assets (see instructions):

| | | |
|---|---|---|
| **a** Target normal cost (line 6c) | **31a** | 3,520,000 |
| **b** Excess assets, if applicable, but not greater than line 31a | **31b** | 0 |

| **32** Amortization installments: | Outstanding Balance | Installment |
|---|---|---|
| **a** Net shortfall amortization installment | 16,907,419 | 2,041,953 |
| **b** Waiver amortization installment | 0 | 0 |

| | | |
|---|---|---|
| **33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____ ) and the waived amount | **33** | |
| **34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) | **34** | 5,561,953 |

| | Carryover balance | Prefunding balance | Total balance |
|---|---|---|---|
| **35** Balances elected for use to offset funding requirement | 0 | 5,561,953 | 5,561,953 |

| | | |
|---|---|---|
| **36** Additional cash requirement (line 34 minus line 35) | **36** | 0 |
| **37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) | **37** | 0 |

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

| | | |
|---|---|---|
| **a** Total (excess, if any, of line 37 over line 36) | **38a** | 0 |
| **b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances | **38b** | 0 |
| **39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) | **39** | 0 |
| **40** Unpaid minimum required contributions for all years | **40** | 0 |

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

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

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Line 22 – Description of Weighted Average Retirement Age**

| (1) | (2) | (3) | (4) (2) x (3) | (5) (1) x (4) |
|---|---|---|---|---|
| **Age** | **Lives at Beginning of Age** | **Percent Retiring During Year** | **Number Retiring During Year** | **Age weighted by number retiring** |
| 55 | 1,000,000 | 5.00% | 50,000 | 2,750,000 |
| 56 | 950,000 | 5.00% | 47,500 | 2,660,000 |
| 57 | 902,500 | 5.00% | 45,125 | 2,572,125 |
| 58 | 857,375 | 5.00% | 42,869 | 2,486,338 |
| 59 | 814,506 | 5.00% | 40,725 | 2,402,793 |
| 60 | 773,781 | 10.00% | 77,378 | 4,642,686 |
| 61 | 696,403 | 20.00% | 139,281 | 8,496,115 |
| 62 | 557,122 | 50.00% | 278,561 | 17,270,791 |
| 63 | 278,561 | 25.00% | 69,640 | 4,387,338 |
| 64 | 208,921 | 25.00% | 52,230 | 3,342,734 |
| 65 | 156,691 | 100.00% | 156,691 | 10,184,892 |

| | |
|---|---|
| **Total of weighted ages, Col. (5):** | **61,195,860** |
| **Total number retiring, Col. (4):** | **1,000,000** |
| **Average of weighted retirement ages:** | **61** |

Applying the assumed rates for over 30 years of service and applying a weighted average to both assumption sets also results in average age 61.

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Line 26b – Schedule of Projection of Expected Benefit Payments**

## Projection of Expected Benefit Payments

| Funding Projected Benefit Payments | | | | |
|---|---|---|---|---|
| Plan Year | Active | Terminated Vested | Retired & Beneficiaries (receiving payments) | Total |
| 2023 | 737,789 | 514,800 | 19,201,666 | 20,454,256 |
| 2024 | 1,159,831 | 641,531 | 18,841,032 | 20,642,394 |
| 2025 | 1,627,721 | 817,314 | 18,445,102 | 20,890,137 |
| 2026 | 2,025,825 | 1,048,586 | 17,983,818 | 21,058,229 |
| 2027 | 2,349,509 | 1,198,950 | 17,504,799 | 21,053,258 |
| 2028 | 2,599,992 | 1,303,577 | 17,008,729 | 20,912,297 |
| 2029 | 2,836,042 | 1,424,892 | 16,507,874 | 20,768,808 |
| 2030 | 2,998,519 | 1,586,943 | 15,979,521 | 20,564,983 |
| 2031 | 3,143,143 | 1,750,014 | 15,423,914 | 20,317,071 |
| 2032 | 3,296,907 | 1,888,177 | 14,841,631 | 20,026,714 |
| 2033 | 3,383,075 | 1,973,075 | 14,233,632 | 19,589,782 |
| 2034 | 3,452,607 | 2,074,685 | 13,601,347 | 19,128,639 |
| 2035 | 3,507,857 | 2,156,306 | 12,946,744 | 18,610,906 |
| 2036 | 3,550,784 | 2,203,152 | 12,272,346 | 18,026,283 |
| 2037 | 3,586,031 | 2,265,937 | 11,581,192 | 17,433,160 |
| 2038 | 3,593,812 | 2,356,676 | 10,876,845 | 16,827,334 |
| 2039 | 3,610,778 | 2,407,521 | 10,163,365 | 16,181,664 |
| 2040 | 3,623,733 | 2,507,426 | 9,445,241 | 15,576,400 |
| 2041 | 3,629,587 | 2,538,835 | 8,727,373 | 14,895,795 |
| 2042 | 3,593,695 | 2,555,961 | 8,014,903 | 14,164,559 |
| 2043 | 3,556,312 | 2,540,917 | 7,313,075 | 13,410,304 |
| 2044 | 3,481,415 | 2,531,145 | 6,627,162 | 12,639,722 |
| 2045 | 3,405,609 | 2,475,272 | 5,962,407 | 11,843,288 |
| 2046 | 3,327,231 | 2,453,436 | 5,323,841 | 11,104,508 |
| 2047 | 3,227,667 | 2,417,606 | 4,716,164 | 10,361,437 |
| 2048 | 3,130,838 | 2,367,576 | 4,143,645 | 9,642,059 |
| 2049 | 3,007,105 | 2,296,730 | 3,609,905 | 8,913,739 |
| 2050 | 2,862,083 | 2,251,716 | 3,117,771 | 8,231,570 |
| 2051 | 2,726,668 | 2,194,258 | 2,669,178 | 7,590,104 |
| 2052 | 2,587,756 | 2,110,193 | 2,265,028 | 6,962,977 |
| 2053 | 2,427,954 | 2,025,518 | 1,905,193 | 6,358,666 |
| 2054 | 2,280,924 | 1,930,048 | 1,588,604 | 5,799,576 |
| 2055 | 2,121,671 | 1,822,634 | 1,313,333 | 5,257,638 |
| 2056 | 1,960,716 | 1,729,138 | 1,076,746 | 4,766,599 |
| 2057 | 1,804,058 | 1,622,144 | 875,710 | 4,301,912 |
| 2058 | 1,650,273 | 1,511,291 | 706,760 | 3,868,324 |
| 2059 | 1,500,018 | 1,402,171 | 566,283 | 3,468,472 |

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Line 26b – Schedule of Projection of Expected Benefit Payments**

| Plan Year | Active | Terminated Vested | Retired & Beneficiaries (receiving payments) | Total |
|---|---|---|---|---|
| 2060 | 1,358,014 | 1,295,681 | 450,663 | 3,104,358 |
| 2061 | 1,224,729 | 1,192,135 | 356,408 | 2,773,272 |
| 2062 | 1,100,388 | 1,093,038 | 280,267 | 2,473,693 |
| 2063 | 985,397 | 998,570 | 219,279 | 2,203,246 |
| 2064 | 879,649 | 908,862 | 170,806 | 1,959,318 |
| 2065 | 782,801 | 824,083 | 132,549 | 1,739,433 |
| 2066 | 694,437 | 744,297 | 102,535 | 1,541,269 |
| 2067 | 614,054 | 669,527 | 79,116 | 1,362,697 |
| 2068 | 541,116 | 599,760 | 60,932 | 1,201,808 |
| 2069 | 475,090 | 534,952 | 46,876 | 1,056,919 |
| 2070 | 415,473 | 475,043 | 36,051 | 926,567 |
| 2071 | 361,795 | 419,937 | 27,736 | 809,467 |
| 2072 | 313,618 | 369,489 | 21,360 | 704,467 |

MOSSADAMS

# Report of Independent Auditors

The Trustees of
Roseburg Forest Products Co. and Carpenters Industrial Council Pension Plan

## Report on the Audit of the Financial Statements

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

We have performed audits of the financial statements of Roseburg Forest Products Co. and Carpenters Industrial Council Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from qualified institutions as of December 31, 2023 and 2022 and for the years then ended, stating that the certified investment information, as described in Note 7 to the financial statements, is complete and accurate.

### *Opinion*

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

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

### *Basis for Opinion*

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

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

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

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

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

In performing an audit in accordance with GAAS, we:

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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.

Moss Adams LLP

Portland, Oregon
October 11, 2024

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Part V – Summary of Plan Provisions**

**Name of Plan:** Roseburg Forest Products Co. & Carpenters Industrial Council Pension Plan.

**Employer Identification Number / Plan Number:** 93-6021814/001.

**Effective Date:** June 1, 1962. The Plan was restated effective January 1, 2014 and the most recent amendment reflected is Amendment No. 7 and Exhibit A to the Statement of Spinoff.

Effective September 23, 2021, the Plan spun off liabilities and assets associated with eligible active participants whose benefits are payable as a mandatory cash out into the Roseburg Forest Products Co. Retirement Plan IV pursuant to the Statement of Spinoff.

Effective December 1, 2021, the Plan was amended to offer a temporary lump sum window for eligible retired and vested terminated participants.

Effective October 1, 2021, the Plan eliminated the requirement that a plant or department must be closed for at least one year before the closure is considered permanent.

**Covered Employees:** Employees of Roseburg Forest Products Co. who are represented by the Carpenters Industrial Council Local 2784 and Local 2949 and the local union.

**Participation Date:** Employees are enrolled in the Plan upon completion of 500 hours of service. Employees who enter the plan on or after March 1, 2017 are not eligible for any benefit accruals.

**Definitions:**

*Past Service Credit:* A Participant who is a member of a collective bargaining agreement at the time they enter the Plan is credited with Past Service Credit for each continuous year of service in which they worked at least one day in the Lumber Industry in the past 25 years, up to a maximum of 15 years. Failure to work one day in the industry for three successive calendar years constitutes a break in service.

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Part V – Summary of Plan Provisions**

*Future Service Credit:* A Participant receives Future Service Credit based upon hours worked during each Plan Year according to the following:

(1) 1962 - 1975

| Hours Worked | Future Service Credit |
|---|---|
| Less than 600 | None |
| 600 - 899 | 0.50 |
| 900 - 1,199 | 0.75 |
| 1,200 or more | 1.00 |

(2) 1976 to 2016

| Hours Worked | Future Service Credit |
|---|---|
| Less than 600 | None |
| 600 - 1,199 | 0.50 + 1/1,200$^{th}$ for each hour over 600 |
| 1,200 or more | 1.00 |

Participants that become deceased or retire during a Plan Year that complete between 300 and 600 hours of service are credited with 0.25 of Future Service Credit.

Participants employed for any period during January 1, 2017 and February 28, 2017 are credited with 0.25 of Future Service Credit.

*Vesting:* A participant becomes fully vested upon:

(1) Completion of 5 years of 1,000 hours of service, or

(2) Completion of 15 years of credited service, 5 of which are Future Service Credits, or

(3) Satisfaction of requirements for normal, early, or disability retirement before incurring a forfeiture.

*Normal retirement date (NRD):* The first of the month coincident with or following the later of when the Participant attains age 65 or completes 5 years of service.

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Part V – Summary of Plan Provisions**

*Early retirement date (from active or deferred vested status):* The first of the month coincident with or following the Participant's attainment of the earlier of:

(1) Age 55 and 10 years of credited service, 5 of which are Future Service Credits;

(2) Age 60 and 10 years of credited service, 1 of which is a Future Service Credit; or

(3) Age 62 and 5 years of credited service, 1 of which is a Future Service Credit.

*Deferred Retirement Date:* The first of the month coincident with or following the day on which the Participant retires, if after the Participant's Normal Retirement Date.

*Disability Retirement Date:* The first of the month coincident with or following the day on which a Participant becomes totally and permanently disabled when either an active employee or at a date that is within 3 years of the Participant being an active employee in which the Participant either

(1) Completed 10 years of credited service, one of which is a Future Service Credit, or;

(2) Attained 5 years of Future Service Credits.

**Amount of Benefits Payable:**

*Normal (and Deferred) Retirement Benefit:* A monthly benefit dependent on date of termination as follows:

(1) Termination after June 1, 2008:

(a) $40.00 per year of Past Service Credit, plus

(b) $40.00 per year of Future Service Credit earned prior to January 1, 2008, plus

(c) $42.00 per year of Future Service Credit earned between January 1, 2008 and December 31, 2010, plus

(d) $45.00 per year of Future Service Credit earned between January 1, 2011 and December 31, 2012, plus

(e) $38.00 per year of Future Service Credit earned after December 31, 2012 and before March 1, 2017.

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Part V – Summary of Plan Provisions**

Participants actively employed as of March 1, 2017 that have attained age 55 and have completed 30 or more years of Future Service Credit, shall have their benefit calculated using a multiplier of no less than $42.00 for all Service Credits, Past and Future.

*Note: The formulas shown represent a snapshot of those applicable for recent dates. Please refer to the Plan Document for formulas applicable to historical dates not shown.*

*Early Retirement Benefit:* Normal Retirement benefit reduced as follows:

| Age | % of Benefit Payable |
|---|---|
| 55 | 65 |
| 56 | 70 |
| 57 | 75 |
| 58 | 80 |
| 59 | 85 |
| 60 | 90 |
| 61 | 95 |
| 62+ | 100 |

Benefits earned as of December 31, 2012 are unreduced for active members who have attained age 55 and earned at least 30 years of combined Past and Future service credits.

*Early Retirement Benefit (continued):* Post-2012 accruals reduced as shown above are added to the December 31, 2012 unreduced benefit. The Participant is ineligible for this benefit if they continue employment in the wood products industry.

*Disability Benefit:* Normal retirement benefit accumulated as of the Disability Retirement Date.

*Death with pre-retirement spouse benefit:* For a married participant who is fully vested upon death, a benefit is payable equal to the reduced benefit payable to the Participant as a 50% joint and survivor retirement benefit at earliest retirement date.

*Other pre-retirement death benefit:* A benefit equal to 50% of the contributions paid to the Plan on behalf of the deceased Participant through May 31, 1985 plus $0.3375 per compensable hour worked on or after June 1, 1985 is payable to a beneficiary if the participant has at least two years of Future Service Credit and has worked at least 1 compensable hour in the Plan Year of death or preceding Plan Year. If the participant is married and qualifies for the pre-retirement spouse benefit as described above, the spouse will receive the greater of the two benefits.

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Part V – Summary of Plan Provisions**

**Forms of Payment:**

*Normal form (single participants):* 5-year certain and life annuity.

*Normal form (married participants):* 50% joint and survivor annuity.

*Optional forms:* Participants who retire under the plan may elect a 50% joint and survivor annuity, 75% joint and survivor annuity, 100% joint and survivor annuity, or a Social Security Level Income Option with 5-year certain period available to Participants who retire before age 62. Participants who elect a contingent annuitant form of payment will receive a pop-up if the contingent annuitant dies during the first 60 months of payment to the retiree. The pop-up is ignored for actuarial equivalence purposes.

**Actuarial Equivalence:**

*For purposes of optional form conversion:*

(1) *For non-disabled participants:* Mortality based off the 1983 Group Annuity Mortality Table for males and an assumed interest rate of 7.5%.

(2) *For disabled participants:* Mortality based off the Disabled Lives Mortality Table I of IRS Revenue Ruling 96-7 and an assumed interest rate of 7.5%.

(3) *For Beneficiaries and QDRO alternate payees*: Mortality based off the 1983 Group Annuity Mortality Table for females and an assumed interest rate of 7.5%.

*For purposes of calculating a lump sum:* Mortality table set forth in Code Section 417(e)(3)(B) and the annual rate of interest set forth in Code Section 417(e)(3)(C) for the November preceding the participant's commencement date.

**Roseburg Forest Products Co. And Carpenters Industrial Council Pension Plan**
**EIN: 93-6021814**
**PN: 001**

**Attachment to the 2023 Form 5500 Schedule SB**
**Schedule SB, Line 32 – Schedule of Amortization Bases**

**Development of Shortfall Amortization Charge**

| Type of Base | Present Value of Remaining Installments | Valuation Date Established | Years Remaining | Amortization Installment |
|---|---|---|---|---|
| 2023 Shortfall | 5,273,757 | 01/01/2023 | 15 | 482,974 |
| 2022 Shortfall | (23,689,989) | 01/01/2022 | 14 | (2,274,764) |
| 2021 Shortfall | (7,704,750) | 01/01/2021 | 13 | (779,522) |
| 2020 Shortfall | 43,028,401 | 01/01/2020 | 12 | 4,613,265 |
| **Total** | **$ 16,907,419** | | | **$ 2,041,953** |