

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☒ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☐ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☒
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan RESILIENT FLOOR COVERING PENSION FUND
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 07/31/1958
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) BOT OF RESILIENT FLOOR COVERING PENSION FUND HSBA 4160 DUBLIN BLVD, SUITE 400 DUBLIN, CA 94568-7756
2b	Employer Identification Number (EIN) 94-6284071
2c	Plan Sponsor's telephone number 800-782-0010
2d	Business code (see instructions) 238300

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	ROBERT WILLIAMS III
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2024	TOM CUDDIE
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 4060
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 1323 6a(2) 1331 6b 1224 6c 973 6d 3528 6e 366 6f 3894 6g(1) 6g(2) 6h
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7 241

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

1A 1B

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE MB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

Round off amounts to nearest dollar.

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

A Name of plan RESILIENT FLOOR COVERING PENSION FUND	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF BOT OF RESILIENT FLOOR COVERING PENSION FUND	D Employer Identification Number (EIN) 94-6284071

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

1a Enter the valuation date: Month 01 Day 01 Year 2023	
b Assets	
(1) Current value of assets	1b(1) 400397071
(2) Actuarial value of assets for funding standard account	1b(2) 416360191
c (1) Accrued liability for plan using immediate gain methods	1c(1) 533205914
(2) Information for plans using spread gain methods:	
(a) Unfunded liability for methods with bases	1c(2)(a)
(b) Accrued liability under entry age normal method	1c(2)(b)
(c) Normal cost under entry age normal method	1c(2)(c)
(3) Accrued liability under unit credit cost method	1c(3) 518012718
d Information on current liabilities of the plan:	
(1) Amount excluded from current liability attributable to pre-participation service (see instructions)	1d(1)
(2) "RPA '94" information:	
(a) Current liability	1d(2)(a) 876338324
(b) Expected increase in current liability due to benefits accruing during the plan year	1d(2)(b) 7636604
(c) Expected release from "RPA '94" current liability for the plan year	1d(2)(c) 40630499
(3) Expected plan disbursements for the plan year	1d(3) 41830499

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	08/22/2024
Signature of actuary PAUL C. POON, ASA, MAAA	Date 23-06069
Type or print name of actuary SEGAL	Most recent enrollment number 415-263-8200
Firm name 180 HOWARD STREET, SUITE 1100, SAN FRANCISCO, CA 94105-6147	Telephone number (including area code)
Address of the firm	

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

2 Operational information as of beginning of this plan year:

a Current value of assets (see instructions)	2a	400397071
b "RPA '94" current liability/participant count breakdown:	(1) Number of participants	(2) Current liability
(1) For retired participants and beneficiaries receiving payment	1605	557502537
(2) For terminated vested participants	917	141426767
(3) For active participants:		
(a) Non-vested benefits		27628414
(b) Vested benefits		149780606
(c) Total active	1269	177409020
(4) Total	3791	876338324
c If the percentage resulting from dividing line 2a by line 2b(4), column (2), is less than 70%, enter such percentage	2c	45.69 %

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

(a) Date (MM/DD/YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM/DD/YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
06/30/2023	20882087	0			
Totals ▶			3(b)	20882087	3(c) 0
(d) Total withdrawal liability amounts included in line 3(b) total			3(d)		442046

4 Information on plan status:

a Funded percentage for monitoring plan's status (line 1b(2) divided by line 1c(3))	4a	80.4 %
b Enter code to indicate plan's status (see instructions for attachment of supporting evidence of plan's status). If entered code is "N," go to line 5	4b	C
c Is the plan making the scheduled progress under any applicable funding improvement or rehabilitation plan?		☒ Yes ☐ No
d If the plan is in critical status or critical and declining status, does line 1(c) reflect any benefit reductions for the first time (see instructions)?		☐ Yes ☒ No
e If line d is "Yes," enter the reduction in liability resulting from the reduction in benefits (see instructions), measured as of the valuation date	4e	
f If the plan is in critical status or critical and declining status, and is:	4f	2025
• Projected to emerge from critical status within 30 years, enter the plan year in which it is projected to emerge;		
• Projected to become insolvent within 30 years, enter the plan year in which insolvency is expected and check here. ☐		
• Neither projected to emerge from critical status nor become insolvent within 30 years, enter "9999."		

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

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

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

6 Checklist of certain actuarial assumptions:

a Interest rate for "RPA '94" current liability	6a		2.55 %
	Pre-retirement		Post-retirement
b Rates specified in insurance or annuity contracts	☐ Yes ☐ No ☒ N/A	☐ Yes ☐ No ☒ N/A	
c Mortality table code for valuation purposes:			
(1) Males	6c(1)	A	A
(2) Females	6c(2)	A	A
d Valuation liability interest rate	6d	6.75 %	6.75 %
e Salary scale	6e	% ☒ N/A	
f Withdrawal liability interest rate:			
(1) Type of interest rate	6f(1)	☐ Single rate ☐ ERISA 4044 ☐ Other ☐ N/A	
(2) If "Single rate" is checked in (1), enter applicable single rate	6f(2)		%
g Estimated investment return on actuarial value of assets for year ending on the valuation date	6g		7.3 %
h Estimated investment return on current value of assets for year ending on the valuation date	6h		-8.4 %
i Expense load included in normal cost reported in line 9b	6i		☐ N/A
(1) If expense load is described as a percentage of normal cost, enter the assumed percentage	6i(1)		%
(2) If expense load is a dollar amount that varies from year to year, enter the dollar amount included in line 9b	6i(2)		1158489
(3) If neither (1) nor (2) describes the expense load, check the box	6i(3)		☐

7 New amortization bases established in the current plan year:

(1) Type of base	(2) Initial balance	(3) Amortization Charge/Credit
1	-1025843	-103850

8 Miscellaneous information:

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

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

a Prior year funding deficiency, if any	9a	27291832
b Employer's normal cost for plan year as of valuation date	9b	2727479

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

	Outstanding balance	
9c(1)	202490064	25083713
9c(2)	0	0
9c(3)	0	0

d Interest as applicable on lines 9a, 9b, and 9c**9d** 3719454**e** Total charges. Add lines 9a through 9d**9e** 58822478**Credits to funding standard account:****f** Prior year credit balance, if any**9f****g** Employer contributions. Total from column (b) of line 3**9g** 20882087**h** Amortization credits as of valuation date**i** Interest as applicable to end of plan year on lines 9f, 9g, and 9h**9i** 2041757**j** Full funding limitation (FFL) and credits:**(1)** ERISA FFL (accrued liability FFL)**(2)** "RPA '94" override (90% current liability FFL)**(3)** FFL credit

	Outstanding balance	
9h	112936173	19807212
9j(1)	144685024	
9j(2)	377604937	

9j(3) 0**k (1)** Waived funding deficiency**9k(1)** 0**(2)** Other credits**9k(2)** 0**l** Total credits. Add lines 9f through 9i, 9j(3), 9k(1), and 9k(2)**9l** 42731056**m** Credit balance: If line 9l is greater than line 9e, enter the difference**9m****n** Funding deficiency: If line 9e is greater than line 9l, enter the difference**9n** 16091422**o** Current year's accumulated reconciliation account:**(1)** Due to waived funding deficiency accumulated prior to the current plan year**9o(1)** 0**(2)** Due to amortization bases extended and amortized using the interest rate under section 6621(b) of the Code:**(a)** Reconciliation outstanding balance as of valuation date**9o(2)(a)** 0**(b)** Reconciliation amount (line 9c(3) balance minus line 9o(2)(a))**9o(2)(b)** 0**(3)** Total as of valuation date**9o(3)** 0**10** Contribution necessary to avoid an accumulated funding deficiency. (see instructions.)**10** 16091422**11** Has a change been made in the actuarial assumptions for the current plan year? If "Yes," see instructions☒ Yes ☐ No

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan RESILIENT FLOOR COVERING PENSION FUND	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 BOT OF RESILIENT FLOOR COVERING PENSION FUND	D Employer Identification Number (EIN) 94-6284071	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
RAINIER INVESTMENT MANAGEMENT, LLC
46-4242069

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
NEWTOWER TRUST COMPANY
30-0872552

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
AFL-CIO HOUSING INVESTMENT TRUST
52-6220193

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
MCMORGAN & COMPANY LLC
52-2334338

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

SEI TRUST COMPANY

06-1271230

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

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

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

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

BNY MELLON

25-6078093

(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?
19 50	NONE	535356	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

HEALTH SERVICES & BENEFIT ADMINISTRATOR

94-3089465

(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?
13 15 50	NONE	422204	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SIERRA INVESTMENT PARTNERS, INC.

68-0370668

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	344751	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

KRAW LAW GROUP

32-0465891

(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	NONE	299190	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WASHINGTON CAPITAL MANAGEMENT, INC.

91-1042342

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	254299	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WITHUMSMITH+BROWN, PC

22-2027092

(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	NONE	214883	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

GRAYSTONE CONSULTING

20-8764829

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 31 50	NONE	176747	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

THE SEGAL COMPANY

94-1503999

(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 17 50	NONE	126133	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

HUDSON EDGE INVESTMENT PARTNERS INC

52-1296988

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	115649	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

ASB CAPITAL MANAGEMENT, LLC

80-0618452

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	107722	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SAGE ADVISORY SERVICES, LTD CO

74-2798841

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	80871	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SALTZMAN & JOHNSON LAW CORP

94-2376174

(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	NONE	79596	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

LOOMIS, SAYLES & CO, LP

04-3200030

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	78425	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIERA CAPITAL MANAGEMENT

13-2726734

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	53352	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PENN CAPITAL MANAGEMENT

22-2796848

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	22827	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

CHRISTENSEN, JAMES & MARTIN ATTORNE

88-0330040

(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	NONE	14948	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

LEGAL & GENERAL

20-8058531

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	13560	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

LAHP ADMINSTRATOR

4160 DUBLIN BLVD, SUITE 400
DUBLIN, CA 94568

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49 50	NONE	12153	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

AABCO PRINTING

94-1553665

(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?
36 50	NONE	6463	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

GROUP PLAN ADMINISTRATORS

99-0187572

(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?
13 50	NONE	6283	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PACIFIC SOUTHWEST ADMINISTRATORS

1055 PARK VIEW AVENUE, SUITE 111
COVINA, CA 91724

(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?
13 50	NONE	5987	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
GROUP PLAN ADMINISTRATORS 99-0187572	13 50	SERVICE PROVIDER FAILED TO PROVIDE THE AMOUNT OF INDIRECT COMPENSATION, IF ANY.
PACIFIC SOUTHWEST ADMINISTRATORS 1055 PARK VIEW AVENUE, SUITE 111 COVINA, CA 91724	13 50	SERVICE PROVIDER FAILED TO PROVIDE THE AMOUNT OF INDIRECT COMPENSATION, IF ANY.
PENN CAPITAL MANAGEMENT 22-2796848	28 51	SERVICE PROVIDER FAILED TO PROVIDE THE AMOUNT OF INDIRECT COMPENSATION, IF ANY.
LEGAL & GENERAL 20-8058531	28 51	SERVICE PROVIDER FAILED TO PROVIDE THE AMOUNT OF INDIRECT COMPENSATION, IF ANY.
LAHP ADMINISTRATOR 4160 DUBLIN BLVD, SUITE 400 DUBLIN, CA 94568	49 50	SERVICE PROVIDER FAILED TO PROVIDE THE AMOUNT OF INDIRECT COMPENSATION, IF ANY.
AABCO PRINTING 94-1553665	36 50	SERVICE PROVIDER FAILED TO PROVIDE THE AMOUNT OF INDIRECT COMPENSATION, IF ANY.

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

A Name of plan <u>RESILIENT FLOOR COVERING PENSION FUND</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>BOT OF RESILIENT FLOOR COVERING PENSION FUND</u>	D Employer Identification Number (EIN) <u>94-6284071</u>	

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

a Name of MTIA, CCT, PSA, or 103-12 IE: WASHINGTON CAPITAL JOINT MASTER TRU

b Name of sponsor of entity listed in (a): WASHINGTON CAPITAL MANAGEMENT, INC

c EIN-PN <u>91-1163419-001</u>	d Entity code <u>E</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>32564394</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: COLLECTIVE TRUST GOVERNMENT SHORT T

b Name of sponsor of entity listed in (a): THE BANK OF NEW YORK MELLON

c EIN-PN <u>81-6243181-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>23198244</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: RAINIER MULTIPLE INVESTMENT TRUST

b Name of sponsor of entity listed in (a): SEI TRUST COMPANY

c EIN-PN <u>27-2402927-042</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>8093169</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: NEWTOWER TRUST COMPANY MULTI-EMPLOY

b Name of sponsor of entity listed in (a): NEWTOWER TRUST COMPANY

c EIN-PN <u>52-6218800-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>29046943</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BNYM MELLON DB SL LARGE CAP GROWTH

b Name of sponsor of entity listed in (a): THE BANK OF NEW YORK MELLON

c EIN-PN <u>25-6078093-003</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>26350292</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BNYM MELLON DB SL LARGE CAP VALUE S

b Name of sponsor of entity listed in (a): THE BANK OF NEW YORK MELLON

c EIN-PN <u>25-6078093-005</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>15511159</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: ASB ALLEGIANCE REAL ESTATE FUND

b Name of sponsor of entity listed in (a): CHEVY CHASE TRUST COMPANY

c EIN-PN <u>52-6257033-006</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>19913839</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: **LEGAL & GENERAL MSCI ACWI EX U.S CI**

b Name of sponsor of entity listed in (a): **RELIANCE TRUST COMPANY**

c EIN-PN 35-7085469-010	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 31592616
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a Name of MTIA, CCT, PSA, or 103-12 IE: **LEGAL & GENERAL S&P 600 CIT FUND**

b Name of sponsor of entity listed in (a): **RELIANCE TRUST COMPANY**

c EIN-PN 35-7085469-009	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 8918742
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a Name of MTIA, CCT, PSA, or 103-12 IE: **LEGAL & GENERAL S&P 400 CIT FUND**

b Name of sponsor of entity listed in (a): **RELIANCE TRUST COMPANY**

c EIN-PN 35-7085469-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 9645873
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a Name of MTIA, CCT, PSA, or 103-12 IE: **BNYM MELLON DB SL INT'L ADR FUND**

b Name of sponsor of entity listed in (a): **THE BANK OF NEW YORK MELLON**

c EIN-PN 25-6078093-186	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 248371
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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)
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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)
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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)
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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)
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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)
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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)
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Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan RESILIENT FLOOR COVERING PENSION FUND	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 BOT OF RESILIENT FLOOR COVERING PENSION FUND	D Employer Identification Number (EIN) 94-6284071	

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	953087	3996125
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	3454191	3277900
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	5527152	3242859
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	15771630	20777216
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	23242328	20828970
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	138941175	147529452
(5) Partnership/joint venture interests	1c(5)	4126218	4126217
(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)	170683381	172519248
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)	34396570	32564394
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	3322162	2516162
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	623347	236980

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	401041241	411615523
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	644170	928972
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	644170	928972
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	400397071	410686551

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)	20882087	
(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)		20882087
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	2477	
(B) U.S. Government securities	2b(1)(B)	634623	
(C) Corporate debt instruments	2b(1)(C)	1010265	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	13183	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1660548
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	2240652	
(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)		2240652
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	102249587	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	99911067	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		2338520
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	13174341	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		12382197
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		22249
c Other income	2c		10217
d Total income. Add all income amounts in column (b) and enter total	2d		52710811

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	38991537	
(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)		38991537
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)	407356	
(3) Recordkeeping fees.....	2i(3)	170145	
(4) IQPA audit fees.....	2i(4)	44936	
(5) Investment advisory and investment management fees	2i(5)	1740650	
(6) Bank or trust company trustee/custodial fees	2i(6)	96265	
(7) Actuarial fees	2i(7)	126133	
(8) Legal fees	2i(8)	399589	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	33392	
(11) Other expenses	2i(11)	411328	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		3429794
j Total expenses. Add all expense amounts in column (b) and enter total	2j		42421331

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		10289480
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **WITHUMSMITH+BROWN, PC**

(2) EIN: **22-2027092**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		3000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 518690.

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 RESILIENT FLOOR COVERING PENSION FUND				B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 BOT OF RESILIENT FLOOR COVERING PENSION FUND				D Employer Identification Number (EIN) 94-6284071	
Part I Distributions					
All references to distributions relate only to payments of benefits during the plan year.					
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....				1	
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): _____ 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	0
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)					
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☒ N/A If the plan is a defined benefit plan, go to line 8.					
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.					
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)				6a	
b Enter the amount contributed by the employer to the plan for this plan year				6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)				6c	
If you completed line 6c, skip lines 8 and 9.					
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A					
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A					
Part III Amendments					
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☒ No					
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.					
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No					
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No					
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No					
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No					
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.				Schedule R (Form 5500) 2023 v. 230707	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer LINOLEUM SALES CO. INC.

b EIN 94-1615289

c Dollar amount contributed by employer 2413144

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 06 Day 30 Year 2027

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) 11.42

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

a Name of contributing employer HOME & ASSOCIATES

b EIN 94-2594683

c Dollar amount contributed by employer 1240729

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 06 Day 30 Year 2027

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) 11.42

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

a Name of contributing employer R.E. CUDDIE

b EIN 94-2422611

c Dollar amount contributed by employer 1136012

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 06 Day 30 Year 2027

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) 11.42

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

a Name of contributing employer H.V. WELKER CO. INC.

b EIN 94-1268408

c Dollar amount contributed by employer 1122048

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 06 Day 30 Year 2027

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) 11.42

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

a Name of contributing employer B.T. MANCINI COMPANY

b EIN 94-1576295

c Dollar amount contributed by employer 1070150

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 06 Day 30 Year 2027

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) 11.42

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

a Name of contributing employer D.S. BAXLEY

b EIN 20-2835224

c Dollar amount contributed by employer 1026295

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 06 Day 30 Year 2027

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) 11.42

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer **HARRY L MURPHY**

b EIN **94-6284071**

c Dollar amount contributed by employer **609613**

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 **06** Day **30** Year **2027**

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) **11.42**

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

a Name of contributing employer **FLOORING INVESTMENT GROUP LLC**

b EIN **61-1736255**

c Dollar amount contributed by employer **581839**

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 **06** Day **30** Year **2027**

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

(1) Contribution rate (in dollars and cents) **8.61**

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

a Name of contributing employer **FLOOR FACTORS, INC.**

b EIN **94-6284071**

c Dollar amount contributed by employer **528124**

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 **06** Day **30** Year **2027**

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) **9.62**

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

a Name of contributing employer **OM3 INC**

b EIN **84-5011296**

c Dollar amount contributed by employer **523020**

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 **06** Day **30** Year **2027**

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) **11.42**

(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	121
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	109
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	125
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	1.11
b	The corresponding number for the second preceding plan year	15b	0.97
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: 60.00 % Private Equity: 0.00 % Investment-Grade Debt and Interest Rate Hedging Assets: 9.00 %

High-Yield Debt: 2.00 % Real Assets: 25.00 % Cash or Cash Equivalents: 0.00 % Other: 4.00 %

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 _____.

RESILIENT FLOOR COVERING PENSION FUND
Financial Statements
December 31, 2023 and 2022
With Independent Auditor's Report

Resilient Floor Covering Pension Fund
Table of Contents
December 31, 2023 and 2022

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INDEPENDENT AUDITOR'S REPORT

To the Participants and Trustees of
Resilient Floor Covering Pension Fund:

Opinion

We have audited the financial statements of Resilient Floor Covering Pension Fund, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), which comprise the statements of net assets available for benefits as of December 31, 2023 and 2022; and the related statements of changes in net assets available for benefits for the years then ended; and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of Resilient Floor Covering Pension Fund as of December 31, 2023 and 2022, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("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 Resilient Floor Covering Pension Fund and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 Resilient Floor Covering Pension Fund'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 Resilient Floor Covering Pension Fund's ability to continue as a going concern for a reasonable period of time.

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

WithumSmith+Brown, PC

October 9, 2024

Resilient Floor Covering Pension Fund
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets		
Investments - at fair value		
U.S. government and government agency securities	\$ 20,777,216	\$ 15,771,630
Corporate obligations	20,828,970	23,242,328
State and local obligations	236,980	623,347
Common stock	147,529,452	138,941,175
Common/collective trust funds	172,519,248	170,683,381
Commingled/103-12 investment fund	32,564,394	34,396,570
AFL-CIO Housing Investment Trust	4,126,217	4,126,218
Limited partnerships	<u>2,516,162</u>	<u>3,322,162</u>
Total investments	<u>401,098,639</u>	<u>391,106,811</u>
Receivables		
Employer contributions	3,277,900	3,454,191
Withdrawal liability receivable - net of allowance for uncollectible accounts	-	-
Interest and dividends	542,584	494,058
Other receivable	<u>-</u>	<u>2,145,538</u>
Total receivables	<u>3,820,484</u>	<u>6,093,787</u>
Other assets		
Prepaid expenses	<u>2,700,275</u>	<u>2,887,556</u>
Cash	<u>3,996,125</u>	<u>953,087</u>
Total assets	<u>411,615,523</u>	<u>401,041,241</u>
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	<u>928,972</u>	<u>644,170</u>
Total liabilities	<u>928,972</u>	<u>644,170</u>
Net assets available for benefits	<u>\$ 410,686,551</u>	<u>\$ 400,397,071</u>

The Notes to Financial Statements are an integral part of these statements.

Resilient Floor Covering Pension Fund
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Additions		
Investment income		
Net appreciation (depreciation) in fair value of investments	\$ 26,608,547	\$ (39,580,672)
Interest and dividends	<u>5,209,960</u>	<u>4,048,487</u>
	31,818,507	(35,532,185)
Less: Investment expenses	<u>(1,834,261)</u>	<u>(1,905,232)</u>
Investment income - net	29,984,246	(37,437,417)
Employer contributions	20,882,087	20,433,705
Other income	<u>10,217</u>	<u>3,287</u>
Total additions, net	<u>50,876,550</u>	<u>(17,000,425)</u>
 Deductions		
Pension benefits	38,991,537	39,267,424
Operating expenses	<u>1,595,533</u>	<u>1,177,903</u>
Total deductions	<u>40,587,070</u>	<u>40,445,327</u>
 Net change	10,289,480	(57,445,752)
 Net assets available for benefits		
Beginning of year	<u>400,397,071</u>	<u>457,842,823</u>
 End of year	<u>\$ 410,686,551</u>	<u>\$ 400,397,071</u>

The Notes to Financial Statements are an integral part of these statements.

Resilient Floor Covering Pension Fund

Notes to Financial Statements

December 31, 2023 and 2022

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting

The accompanying financial statements for Resilient Floor Covering Pension Fund (the “Plan”) are prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Cash

Cash consists of monies held in checking accounts and highly liquid, interest-bearing accounts without significant withdrawal restrictions.

Investment Valuation, Transactions and Income Recognition

General - Investments are carried at fair value, which is determined, presented and disclosed in accordance with Financial Accounting Standards Board Accounting Standards Codification (“FASB ASC”) 820, *Fair Value Measurements and Disclosures*. Under FASB ASC 820, fair value is defined as the price that would be received to sell an asset or paid to transfer a liability (i.e., the “exit price”) in an orderly transaction between market participants at the measurement date.

FASB ASC 820 establishes a fair value hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the most observable inputs be used when available. Observable inputs are those that market participants would use in pricing the asset or liability based on market data obtained from sources independent of the Plan. Unobservable inputs reflect the Plan’s assumptions about inputs that market participants would use in pricing the investments developed based on the best information available in the circumstances. The fair value hierarchy is categorized into three levels, based on the inputs, as follows:

Level 1 - Valuations based on quoted prices in active markets for identical assets or liabilities that the Plan has the ability to access.

Level 2 - Valuations based on quoted prices in markets that are not active, quoted prices for similar investments in active markets or model-based valuations for which all significant assumptions are observable and can be corroborated by observable market data.

Level 3 - Valuations based on unobservable inputs that are supported by little or no market activity and are significant to the overall fair value measurement. Values are determined using proprietary pricing models, discounted cash flow models that include the investment entities’ own judgments and estimations, or some other pricing method using unobservable inputs.

Inputs and Valuation Methods - In determining fair value, FASB ASC 820 allows various valuation approaches. The specific methods used for each of the Plan’s investment classes are presented below.

U.S. Government and Government Agency Securities: The fair value of U.S. Treasury notes is based on quoted market prices in active markets (Level 1). The fair value of certain U.S. government and government agency securities is generally determined using a market-based model in which valuation consideration is given to yield or price of comparable securities, coupon rate, maturity, credit quality and dealer-provided prices (Level 2).

Resilient Floor Covering Pension Fund

Notes to Financial Statements

December 31, 2023 and 2022

Corporate Obligations and State and Local Obligations: The fair value of corporate and mutual municipal bonds is generally determined based on a model that uses inputs such as interest-rate yield curves, cross-currency-basis index spreads or country credit spreads, which are similar to the valued obligations in terms of issuer, maturity and seniority (Level 2).

Common Stock: The fair value of common stock is generally based on quoted market prices in active markets (Level 1).

Common/Collective Trust Funds: The fair value of the units in the common/collective trust funds is estimated based on the net asset value per unit of the underlying investments, which is calculated based on quoted market prices or other observable inputs. The net asset value is being used as a practical expedient to estimate fair value.

Commingled/103-12 Investment Fund: The fair value of the units in the commingled/103-12 investment fund is estimated based on the net asset value per unit of the underlying investments, which is calculated based on quoted market prices or other observable inputs. The net asset value is being used as a practical expedient to estimate fair value.

AFL-CIO Housing Investment Trust: The fair value of the AFL-CIO Housing Investment Trust (the "HIT") has been estimated using the net asset value per share of the investments. The net asset value per share is calculated as of the close of business of the major bond markets in New York City on the last business day of the month. The net asset value is being used as a practical expedient to estimate fair value.

Limited Partnerships: The fair value of the limited partnerships is estimated based on the Plan's ownership interest in the partnerships' capital, as determined by the general partner of the limited partnerships. The net asset value is being used as a practical expedient to estimate fair value.

Valuation Methods, Consistency - The valuation techniques used in the accompanying financial statements have been consistently applied.

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

Employer Contributions Receivable

Employer contributions due but not paid at year-end are recorded as employer contributions receivable. The carrying amount of contributions receivable is reduced for an allowance for credit losses that reflects management's best estimate of amounts that will not be collected. Factors which influence management's judgment in determining the appropriate allowance for credit losses include past collection experience, industry standards, current economic conditions, and expected future economic conditions. As of January 1, 2023 and December 31, 2023, the allowance was \$0. As of December 31, 2022, the allowance for doubtful accounts was \$0.

Pension Benefits

Pension Benefits are recorded when paid.

Resilient Floor Covering Pension Fund
Notes to Financial Statements
December 31, 2023 and 2022

Withdrawal Liability Income and Receivable

Withdrawal contributions income is recognized when the withdrawal liability amount has been assessed. An allowance for uncollectible accounts is deemed necessary because collectability is uncertain. The carrying amount of contributions receivable is reduced for an allowance for credit losses that reflects management's best estimate of amounts that will not be collected. Factors which influence management's judgment in determining the appropriate allowance for credit losses include past collection experience, industry standards, current economic conditions, and expected future economic conditions. As of January 1, 2023 and December 31, 2023, the allowance was \$165,057. As of December 31, 2022, the allowance for doubtful accounts was \$132,226.

Other Receivable

The Plan recognizes a receivable for inactive bank accounts that have been escheated and expected to be received from state custody. See Note 9 for further information.

Actuarial Present Value of Accumulated Plan Benefits

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

Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures in the financial statements. Actual results could differ from those estimates.

Risks and Uncertainties

The actuarial present value of accumulated plan benefits is calculated based on certain assumptions pertaining to interest rates, participant demographics and other assumptions, all of which are subject to change. Due to the inherent uncertainty of the assumptions in the near term, the assumptions would be material to the disclosure to the financial statements of the actuarial present value of accumulated plan benefits.

The Plan invests in various investment securities. Such investments are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with these investments and the level of uncertainty with respect to changes in the value of investments, it is at least reasonably possible that changes in risks in the near term would materially affect the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

The Department of Labor ("DOL") has commenced a review of the Plan. As part of the review the DOL has requested certain documents. At this time, the outcome of the review is uncertain.

2. DESCRIPTION OF THE PLAN

The Plan was established on July 31, 1958, for the purpose of providing pension and death benefits to eligible participants covered by collective bargaining agreements in the carpet and soft tile installation industry represented by local unions 1290, 1237 and 1235 of the International Brotherhood of Painters and Allied Trades. Subsequently, the Plan admitted employees represented by other local unions. The Plan is governed by a Board of Trustees. The Plan is financed entirely by employer contributions, as specified in the collective bargaining agreements. The Plan is a multiemployer defined benefit pension plan and is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

Resilient Floor Covering Pension Fund

Notes to Financial Statements

December 31, 2023 and 2022

The Plan provides other alternative benefits including: early retirement, service benefits, special service benefits, disability benefits, partial benefits and death benefits.

Eligibility

An employee becomes a participant in the Plan on the January 1 or July 1 following a twelve-consecutive-month period in which they work at least 500 hours in a job covered by the Plan. The amount of time the participant works in a job covered by the Plan determines whether they are eligible for a pension and how much their pension will be. For these purposes, the time they work as participants in the Plan is measured in two ways - in years of credited service and in benefit accruals.

Credited Service

Participants can receive credited service and accrued benefits during the time their employers contribute to the Plan with respect to their work. This period of time is referred to as “after contribution date” and the credit earned is called credited future service or contributory credit. Participants may also receive credited service and benefit credit for the time they worked before the contribution period began. That period is referred to as “before contribution date” and the credit earned is called credited past service or non-contributory credit.

Credited past service and credited future service are used in determining eligibility for a pension. The actual pension amount is calculated on the basis of the benefit units earned by the participants and percentages of contributions paid on their behalf.

Vesting

Non-bargained participants who have one hour of service after May 31, 1988, will achieve vested status when they have accumulated five years of credited service without a permanent break in service. Collectively bargained participants who have at least one hour of service on or after January 1, 1999, and have worked at least 1,400 hours in covered employment after their contribution date will achieve vested status when they have accumulated five years of credited service without a permanent break in service. Otherwise, participants will achieve vested status when they have accumulated seven years of credited service without a permanent break in service; have worked at least 1,400 hours in covered employment after their contribution date and have at least one hour of service on or after January 1, 1997; or have accumulated 10 years of credited service without a permanent break in service and have worked at least 1,400 hours in covered employment after their contribution date.

The benefits of participants under the Carpet, Linoleum and Soft Tile Local Union 1926 Pension Plan prior to August 1, 2001, will become 100% vested when the participant accumulates five years of vesting service, if the participant earned at least one hour of service on or after January 1, 1999. If the participant did not earn at least one hour of service on or after January 1, 1999, the vesting schedule of the Carpet, Linoleum and Soft Tile Local Union 1926 Pension Plan in effect on July 31, 2001, shall continue to apply to those benefits.

In February 2011, the Plan was amended to reduce certain alternative benefits in accordance with the rehabilitation plan adopted by the Board of Trustees, as described in Note 5. Participants should refer to Plan Amendment No. 18 for additional details.

Participants should refer to the Summary Plan Description and Plan amendments for more complete information.

Resilient Floor Covering Pension Fund
Notes to Financial Statements
December 31, 2023 and 2022

3. PRIORITIES UPON TERMINATION

It is the intent of the Board of Trustees to continue the Plan in full force and effect; however, the right to discontinue the Plan is reserved to the Board of Trustees. Termination shall not permit any part of the Plan assets to be used for, or diverted to, purposes other than the exclusive benefit of the pensioners, beneficiaries and participants. In the event of termination, the net assets of the Plan will be allocated to pay benefits in priorities as prescribed by ERISA and its related regulations. Whether or not a particular participant will receive full benefits should the Plan terminate at some future time will depend on the sufficiency of the Plan's net assets at that time and the priority of those benefits.

In addition, certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (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. The PBGC does not guarantee all types of benefits, and the amount of any individual participant's benefit protection is subject to certain limitations, particularly with respect to benefit increases as a result of Plan amendments in effect for less than five years. Some benefits may be fully or partially provided, while other benefits may not be provided at all.

4. TAX STATUS

The Plan obtained its latest determination letter, dated October 29, 2015, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the Plan's administrator and the Plan's counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code.

The Plan's administrator has analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2023 and 2022, there are no uncertain positions taken, or expected to be taken, that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by the taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

5. PENSION PROTECTION ACT OF 2006

Under the Pension Protection Act of 2006 (the "Act"), the Plan's actuary has certified that the Plan was in critical status as of January 1, 2023. The Plan will remain in critical status until a Plan year for which the Plan's actuary certifies that the Plan is not projected to have an accumulated funding deficiency for at least ten years. The Plan's actuary will certify to the Plan's status on an annual basis.

The Board of Trustees adopted a rehabilitation plan on August 27, 2010, as required under the Act, to be effective as of January 1, 2011. On May 13, 2011, the Board of Trustees adopted additional schedules to the rehabilitation plan to be effective as of July 1, 2011 and January 1, 2012. Any collective bargaining agreement adopted or renewed on or after January 1, 2011, must contain the provisions of one of the rehabilitation schedules. Failure by a contributing employer to adopt or renew the collective bargaining agreement with these terms within 180 days following the expiration of a collective bargaining agreement on or after January 1, 2011, results in the default schedule automatically being imposed on the employer and its employees. Furthermore, effective June 1, 2010, participating employers were assessed a surcharge as a percentage of their negotiated rate until the employer adopts one of the rehabilitation schedules.

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The rehabilitation plan includes five different schedules of proposed changes in benefits and contribution levels: four alternative schedules that cut back on early retirement subsidies, as well as on ancillary benefits such as pre-retirement death and disability, and one default schedule that reduces non-protected benefits to the maximum extent permitted by law. On November 14, 2014, the Board of Trustees updated the contribution levels for two existing alternate schedules and eliminated the remaining two alternate schedules from future consideration and use. There were no benefit changes as a result of the November 14, 2014, Board of Trustees' updates. The Plan updated the rehabilitation plan in both February 2017 and February 2018.

The detailed changes required by the adoption of the default schedule and the alternative schedules are as set forth below:

Default Schedule

The following benefit changes were effective January 1, 2011:

- The disability benefit is eliminated for any participants who are not in pay status as a disabled participant, regardless of the date of their Social Security award;
- The pre-retirement death benefit and the pre-retirement lump-sum death benefit are eliminated;
- For benefit accruals after January 1, 2011:
 - The service pension is eliminated;
 - The special service pension is eliminated;
 - The early retirement pensions will be payable under current fund eligibility rules but at a full actuarial reduction that does not include any retirement-type subsidy;
 - The 36-month guarantee period is eliminated with respect to benefits not in pay status; and
 - All forms of payment are eliminated except for the life annuity, QJSA and QOSA.

Alternative Schedule

The following benefit changes were effective July 1, 2011 and January 1, 2012:

- The disability benefit is eliminated for any participants who are not in pay status as a disabled participant, regardless of the date of their Social Security award;
- The pre-retirement death benefit and the pre-retirement lump-sum death benefit are eliminated;
- Service pensions will be payable with no early retirement reductions under certain provisions:
 - At any age with 60,000 hours of credited service.
 - At age 55 with 54,000 hours of credited service.
 - At age 62 with 45,000 hours of credited service.
- Early retirement pensions will be payable under current fund eligibility rules but at a full actuarial reduction that does not include any retirement-type subsidy;
- The special service pension is eliminated;
- The 36-month guarantee period is eliminated with respect to benefits not in pay status; and
- All forms of payment are eliminated except for the life annuity, QJSA and QOSA.

Resilient Floor Covering Pension Fund
Notes to Financial Statements
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The provisions of the rehabilitation plan are included in the actuarial valuation as of December 31, 2023. Participants should refer to the rehabilitation plan for more complete information.

6. ACTUARIAL INFORMATION

The actuarial valuation of the Plan was made by Segal Consulting as of December 31, 2022. Information in the report included the following:

Actuarial present value of accumulated Plan benefits

Vested benefits

Participants currently receiving payments	\$ 370,882,408
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Other participants	<u>134,520,034</u>
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Total vested benefits	505,402,442
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Non-vested benefits	12,610,276
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Actuarial present value of administrative expenses	<u>15,538,802</u>
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Total actuarial present value of accumulated Plan benefits	<u><u>\$ 533,551,520</u></u>
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As reported by Segal Consulting, the changes in the present value of accumulated Plan benefits for the year ended December 31, 2022, were as follows:

Actuarial present value of accumulated plan benefits

at beginning of year	<u>\$ 534,885,153</u>
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Increase (decrease) during the year attributable to

Benefits accumulated, net experience

gain or loss and changes in data	4,256,722
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Benefits paid	(39,267,424)
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Changes in actuarial assumptions	-
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Changes in the present value of administrative expenses	(50,149)
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Interest	<u>33,727,218</u>
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Net decrease	<u>(1,333,633)</u>
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Actuarial present value of accumulated Plan benefits	
at end of year	<u><u>\$ 533,551,520</u></u>

The computations of the actuarial present value of accumulated Plan benefits were made as of January 1, 2023. Had the valuations been made as of December 31, 2022, there would be no material differences. No Plan amendments were adopted on January 1, 2023.

Resilient Floor Covering Pension Fund
Notes to Financial Statements
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The actuarial valuations were made using the entry-age normal actuarial cost method. Some of the more significant actuarial assumptions used in the December 31, 2022, valuation were:

Mortality rates (life expectancy of participants):

Post-retirement: RP-2006 Healthy Blue Collar Annuitant tables, set forward one year with generational projection using Scale MP-2016.

Pre-retirement: RP-2006 Blue Collar Employee tables, set forward one year with generational projection using Scale MP-2016.

Retirement age assumptions: Age 62 for inactive vested participants. Age 55-59 (7.50% to 100%) for non-service pensions and age 45-64 (22.50% to 100%) for service pensions. The overall weighted retirement age of 60 is the average of the individual retirement ages based on all the active participants included in the actuarial valuation.

Investment rate of return: 6.75% compounded annually, net of investment expenses.

Administrative expense allowance: \$1,200,000 per year, payable monthly.

The assumed hours worked by active participants for benefit accrual purposes are 1,575 at December 31, 2022.

The above actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining actuarial results. Pension benefits in excess of the present assets of the Plan are dependent upon contributions received under collective bargaining agreements with employers and income from investments.

Because information on the accumulated Plan benefits at December 31, 2023, and the changes therein for the year then ended are not included above, these financial statements do not purport to present a complete presentation of the financial status of the Plan as of December 31, 2023, and the changes in its financial status for the year then ended, but only present the net assets available for benefits and the changes therein as of and for the year ended December 31, 2023. The complete financial status is presented as of December 31, 2022.

Resilient Floor Covering Pension Fund
Notes to Financial Statements
December 31, 2023 and 2022

7. INVESTMENTS AT FAIR VALUE HIERARCHY

Assets measured at fair value on a recurring basis, based on their fair value hierarchy at December 31, 2023 and 2022, are as follows:

	2023			
	Level 1	Level 2	Level 3	Total
Assets in the fair value hierarchy				
U.S. government and				
government agency securities	\$ 11,466,440	\$ 9,310,776	\$ -	\$ 20,777,216
Corporate obligations	-	20,828,970	-	20,828,970
State and local obligations	-	236,980	-	236,980
Common stock	<u>147,529,452</u>	<u>-</u>	<u>-</u>	<u>147,529,452</u>
Total assets in the fair value hierarchy	<u>\$ 158,995,892</u>	<u>\$ 30,376,726</u>	<u>\$ -</u>	<u>189,372,618</u>
Investments measured at net asset value				
Common/collective trust funds				172,519,248
Commingled/103-12 investment fund				32,564,394
AFL-CIO Housing Investment Trust				4,126,217
Limited partnerships				<u>2,516,162</u>
Total investments measured at net asset value				<u>211,726,021</u>
Total investments at fair value				<u>\$ 401,098,639</u>

	2022			
	Level 1	Level 2	Level 3	Total
Assets in the fair value hierarchy				
U.S. government and				
government agency securities	\$ 9,983,594	\$ 5,788,036	\$ -	\$ 15,771,630
Corporate obligations	-	23,242,328	-	23,242,328
State and local obligations	-	623,347	-	623,347
Common stock	<u>138,941,175</u>	<u>-</u>	<u>-</u>	<u>138,941,175</u>
Total assets in the fair value hierarchy	<u>\$ 148,924,769</u>	<u>\$ 29,653,711</u>	<u>\$ -</u>	<u>178,578,480</u>
Investments measured at net asset value				
Common/collective trust funds				170,683,381
Commingled/103-12 investment fund				34,396,570
AFL-CIO Housing Investment Trust				3,322,162
Limited partnerships				<u>4,126,218</u>
Total investments measured at net asset value				<u>212,528,331</u>
Total investments at fair value				<u>\$ 391,106,811</u>

8. INVESTMENTS IN CERTAIN ENTITIES THAT CALCULATE NET ASSET VALUE

The guidance provided by FASB ASC 820, *Fair Value Measurements and Disclosures*, permits entities to use net asset value ("NAV") per share (or its equivalent), as a practical expedient, to measure fair value when the investment does not have a readily determinable fair value and the net asset value is calculated in a manner consistent with investment company accounting.

Resilient Floor Covering Pension Fund

Notes to Financial Statements

December 31, 2023 and 2022

Investments valued based on net asset value as of December 31, 2023 and 2022, are as follows:

Investment Type	Fair Value as of December 31,		Unfunded Commitments		Redemption Frequency (if currently eligible)	Redemption Notice Period
	2023	2022	2023	2022		
Common/collective trust funds						
EB DV Large-Cap Growth Stock Index Fund	\$ 26,350,292	\$ 23,627,553 (a)	\$ -	\$ -	Daily	1 Day
EB DV Large-Cap Value Stock Index Fund	15,511,159	10,866,389 (a)	-	-	Daily	1 Day
EB DV International ADR Fund	248,371	- (a)	-	-	Daily	1 Day
Government Short-Term Investment Strategy (STIF)	23,198,244	21,767,266 (a)	-	-	Daily	Daily
ASB Allegiance Real Estate Fund	19,913,839	26,083,221 (a)	-	-	Quarterly	1 Day
Legal & General MSCI ACWI Ex-US CIT Fund	31,592,616	30,177,066 (a)	-	-	Daily	1 Day
Legal & General S&P 400 CIT Fund	9,645,873	8,286,162 (a)	-	-	Daily	1 Day
Legal & General S&P 600 CIT Fund	8,918,742	7,684,602 (a)	-	-	Daily	1 Day
Rainier International Small-Cap Equity Collective Trust	8,093,169	7,591,373 (a)	-	-	Daily	3 Days
Multiemployer Property Trust Fund (MEPT)	29,046,943	34,599,749 (a)	-	-	Quarterly	Last business day of quarter for next quarterly redemption
Total common/collective trust funds	172,519,248	170,683,381	-	-		
Washington Capital Joint Master Trust						
Real Estate Equity Fund (103-12)	32,564,394	34,396,570 (a)	-	-	Monthly	15 Days
AFL-CIO Housing Investment Trust (HIT)	4,126,217	3,322,162 (b)	-	-	Monthly	15 Days
McMorgan Northern California Value Added/Development Fund II, LP	2,516,162	4,126,218 (c)	4,188,744	7,396,011	See (c) below	Not eligible
Total investments measured at net asset value	\$ 211,726,021	\$ 212,528,331	\$ 4,188,744	\$ 7,396,011		

- (a) This investment is a direct filing entity with the Department of Labor; therefore, information regarding the investment's strategy is not disclosed.
- (b) The objective of the AFL-CIO Housing Investment Trust (the "HIT") is to generate competitive risk-adjusted total rates of return for its investors by investing in fixed-income investments, primarily multifamily and single-family mortgage-backed securities and mortgage-backed obligations. Other important objectives of the HIT are to encourage the construction of housing and to facilitate employment for union members in the construction trades and related industries.
- (c) The McMorgan Northern California Value Added/Development Fund II, LP's (Fund II) investment strategy is to invest in multi-family residential and commercial real estate in Northern California. Fund investments will generally fall into either: (i) direct investment, or (ii) investments alongside a third-party operations partner. Direct investments will be made in real property assets and, to a lesser degree, other real estate-related investments such as limited partnerships and other real estate securities. The funds' investment strategy will focus on the following types of opportunities: (i) asset reporting (properties with physical or leasing deficiencies), and (ii) new development projects. This closed-end fund shall continue until the tenth anniversary of the final closing. The term of the fund may be extended by two-year extensions. Fund I may commit to make investments only during the period commencing on the initial closing date and running to and including the third anniversary of the final closing (the investment period). Fund II may commit to make investments only during the period commencing on the initial closing date and running to and including the 42-month anniversary of the final closing (the investment period). The general partners may elect to end the investment at an earlier date. At the discretion of the administrative general partner, periodic distributions may be paid in accordance with the agreement.

Resilient Floor Covering Pension Fund
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9. OTHER RECEIVABLE

The other receivable is a cash account, legally owned by the Plan, that had been escheated by the State of California due to inactivity and due to the prior third-party Administrator, who is no longer in existence. The total amount of \$2,145,538 was recovered by the Plan during the year ended December 31, 2023.

10. FUNDING POLICY

The participating employers contribute such amounts as are specified in the collective bargaining agreements. Monthly employer contribution rates range between \$4.57 and \$11.42, depending on the employee's geographic area and classification. The Plan's actuary has advised that the minimum funding requirements of ERISA are currently not being met as of December 31, 2023 and 2022.

11. RELATED PARTIES

Contributions for District Council 16 Locals (located in the Northern California Bay Area and Sacramento areas) are deposited into the District Council 16 Health and Welfare Trust Fund's (the "Fund") lockbox bank account. In the following month, money is transferred from the Fund to the Plan. The Plan is related to the Fund through common trustees. As of December 31, 2023 and 2022, the Plan was due \$1,121,996 and \$1,159,455 respectively, from the related Fund.

12. WITHDRAWAL LIABILITY

The Plan complies with the provisions of the Multiemployer Pension Plan Amendments Act of 1980 ("MPPAA"), which requires imposition of withdrawal liability on a contributing employer that partially or totally withdraws from the Plan. Under the provisions of MPPAA, a portion of the Plan's unfunded vested liability would be allocated to a withdrawing employer. If it is determined that an employer has partially or completely withdrawn and a withdrawal liability exists, that employer is required to fund their proportional share of the Plan's unfunded vested benefits in quarterly installments over a period of not more than 20 years.

The Plan's actuary has advised the Plan that, as of December 31, 2023 and 2022, the Plan had an estimated unfunded vested liability for withdrawal liability purposes of approximately \$214,000,000 and \$223,000,000, respectively.

During 2023 and 2022, there was no new withdrawal liability income recognized. During 2023 and 2022, the Plan received \$443,096 and \$183,106, respectively, in withdrawal assessment payments under payment plan arrangements from former participating employers.

13. SUBSEQUENT EVENTS

In preparing these financial statements, management of the Plan has evaluated events and transactions that occurred after December 31, 2023, for potential recognition or disclosure in the financial statements. These events and transactions were evaluated through October 9, 2024, the date that the financial statements were available to be issued, and no items have come to the attention of management that require recognition or disclosure.

SUPPLEMENTARY INFORMATION

REPORT ON SUPPLEMENTARY INFORMATION

INDEPENDENT AUDITOR'S REPORT

To the Participants and Trustees of
Resilient Floor Covering Pension Fund:

We have audited the financial statements of Resilient Floor Covering Pension Fund (the "Plan") as of and for the years ended December 31, 2023 and 2022, and have issued our report thereon dated October 9, 2024, which contained an unmodified opinion on those financial statements. Our audits were conducted for the purpose of forming an opinion on the financial statements taken as a whole. The supplemental schedules of operating expenses for the years ended December 31, 2023 and 2022, Schedule H Line 4i - Schedule of Assets (Held at End of Year) and Schedule H, Line 4j - Schedule of Reportable Transactions as of and for the year ended, are presented for the purpose of additional analysis and is not a required part of the basic financial statements. The Schedule H Line 4i - Schedule of Assets (Held at End of Year) and Schedule H, Line 4j - Schedule of Reportable Transactions are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

WithumSmith+Brown, PC

October 9, 2024

Resilient Floor Covering Pension Fund
Schedules of Operating Expenses
Years Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Administrative expenses		
Administrator fees	\$ 407,356	\$ 377,083
Bank charges	2,654	6,954
Fiduciary and PBGC insurance	358,309	295,242
Printing and postage	19,316	17,817
Other	<u>33,703</u>	<u>26,542</u>
Total administrative expenses	<u>821,338</u>	<u>723,638</u>
Professional fees		
Accounting and audit fees	44,936	42,945
Actuary fees	126,133	119,949
Legal fees	399,589	190,199
Payroll audit fees	170,145	99,230
Trustee meetings and travel	<u>33,392</u>	<u>1,942</u>
Total professional fees	<u>774,195</u>	<u>454,265</u>
Total operating expenses	<u>\$ 1,595,533</u>	<u>\$ 1,177,903</u>

Resilient Floor Covering Pension Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 94-6284071, Plan Number 001
December 31, 2023

(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
Government Agency Securities				
	FHLMC	POOL #SD-1531 5.000% 07/01/2052 DD 08/01/22	\$ 68,382	\$ 67,265
	FHLMC	POOL #SD-2605 5.500% 04/01/2053 DD 03/01/23	75,678	76,762
	FHLMC	POOL #SD-2184 6.000% 01/01/2053 DD 01/01/23	45,351	47,491
	FHLMC	POOL #SD-8161 2.500% 07/01/2051 DD 07/01/21	224,718	225,360
	FHLMC	POOL #SD-8195 3.000% 01/01/2052 DD 01/01/22	133,546	134,510
	FHLMC	POOL #SD-8196 3.500% 01/01/2052 DD 01/01/22	67,217	68,126
	FHLMC	POOL #SD-8172 2.000% 09/01/2051 DD 09/01/21	414,574	415,213
	FHLMC	POOL #SD-8222 4.000% 06/01/2052 DD 05/01/22	188,391	189,971
	FHLMC	POOL #SD-8207 3.500% 04/01/2052 DD 03/01/22	179,634	181,058
	FHLMC	POOL #SD-8214 3.500% 05/01/2052 DD 04/01/22	252,395	254,562
	FHLMC	POOL #SD-8215 4.000% 05/01/2052 DD 04/01/22	250,880	252,586
	FHLMC	POOL #SD-8217 4.000% 04/01/2052 DD 03/01/22	76,766	77,375
	FHLMC	POOL #SD-8256 4.000% 10/01/2052 DD 09/01/22	283,137	285,130
	FHLMC	POOL #SD-8245 4.500% 09/01/2052 DD 08/01/22	129,222	130,176
	FHLMC	POOL #SD-8246 5.000% 09/01/2052 DD 08/01/22	76,030	76,372
	FHLMC	POOL #SD-8268 5.500% 10/01/2052 DD 10/01/22	233,343	238,953
	FHLMC	POOL #SD-8277 5.500% 12/01/2052 DD 11/01/22	235,331	235,883
	FHLMC	POOL #RA-8880 5.500% 04/01/2053 DD 04/01/23	66,854	66,623
	FNMA	POOL #0256851 7.000% 08/01/2037 DD 07/01/07	4,694	4,645
	FNMA	POOL #0AS5272 3.500% 06/01/2045 DD 06/01/15	56,654	56,989
	FNMA	POOL #0AS6013 4.000% 10/01/2045 DD 09/01/15	18,085	18,203
	FNMA	POOL #0BE5622 2.500% 01/01/2032 DD 01/01/17	13,516	13,607
	FNMA	POOL #0CB4794 4.500% 10/01/2052 DD 09/01/22	138,605	135,711
	FNMA	POOL #0CB4842 5.500% 10/01/2052 DD 09/01/22	201,499	208,859
	FNMA	POOL #0CB5525 6.000% 01/01/2053 DD 12/01/22	46,117	46,807
	FNMA	POOL #0CB7106 5.500% 09/01/2053 DD 08/01/23	119,251	125,257
	FNMA	POOL #0CB6755 6.000% 07/01/2053 DD 06/01/23	106,928	107,731
	FNMA	POOL #0FS3191 5.500% 10/01/2052 DD 10/01/22	31,880	32,054
	FNMA	POOL #OMA2405 4.000% 09/01/2045 DD 08/01/15	56,017	56,383
	FNMA	POOL #OMA2896 3.500% 02/01/2047 DD 01/01/17	9,930	9,988
	FNMA	POOL #OMA3277 4.000% 01/01/2048 DD 01/01/18	31,360	31,881

See Independent Auditor's Report.

Resilient Floor Covering Pension Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 94-6284071, Plan Number 001
December 31, 2023

(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	FNMA	POOL #OMA4379 2.500% 07/01/2051 DD 06/01/21	243,058	243,641
	FNMA	POOL #OMA4399 2.500% 08/01/2051 DD 07/01/21	158,168	158,623
	FNMA	POOL #OMA4413 2.000% 09/01/2051 DD 08/01/21	296,728	297,633
	FNMA	POOL #OMA4437 2.000% 09/01/2051 DD 09/01/21	124,832	125,155
	FNMA	POOL #OMA4281 2.000% 03/01/2051 DD 02/01/21	205,461	206,257
	FNMA	POOL #OMA4305 2.000% 04/01/2051 DD 03/01/21	82,495	82,832
	FNMA	POOL #OMA4514 3.500% 12/01/2051 DD 12/01/21	108,825	110,242
	FNMA	POOL #OMA4579 3.000% 04/01/2052 DD 03/01/22	469,981	472,721
	FNMA	POOL #OMA4580 3.500% 03/01/2052 DD 03/01/22	270,491	272,669
	FNMA	POOL #OMA4625 3.500% 05/01/2052 DD 05/01/22	176,236	177,363
	FNMA	POOL #OMA4600 3.500% 03/01/2052 DD 04/01/22	501,007	504,643
	FNMA	POOL #OMA4644 4.000% 04/01/2052 DD 04/01/22	188,805	190,312
	FNMA	POOL #OMA4684 4.500% 05/01/2052 DD 05/01/22	125,156	126,073
	FNMA	POOL #OMA4701 4.500% 07/01/2052 DD 07/01/22	325,086	327,527
	FNMA	POOL #OMA4737 5.000% 08/01/2052 DD 07/01/22	45,095	44,422
	FNMA	POOL #OMA4785 5.000% 10/01/2052 DD 09/01/22	241,984	243,459
	FNMA	POOL #OMA4807 5.500% 10/01/2052 DD 10/01/22	150,093	150,738
	FNMA	POOL #OMA5189 5.000% 10/01/2053 DD 10/01/23	249,744	249,904
	GNMA	POOL #0391408 7.500% 04/15/2024 DD 04/01/94	416	415
	GNMA	POOL #0392758 8.500% 12/15/2024 DD 12/01/94	529	528
	GNMA	POOL #0485973 6.500% 09/15/2031 DD 09/01/01	3,496	3,496
	GNMA	POOL #0542798 6.000% 05/15/2031 DD 05/01/01	7,275	7,223
	GNMA	POOL #0564584 6.500% 07/15/2031 DD 07/01/01	2,909	2,927
	FHLMC	POOL #SD-8207 3.500% 04/01/2052 DD 03/01/22	224,542	226,322
	FHLMC	POOL #SD-8214 3.500% 05/01/2052 DD 04/01/22	252,395	254,562
	FHLMC	POOL #SD-8215 4.000% 05/01/2052 DD 04/01/22	182,558	184,088
	FHLMC	POOL #SD-8289 5.500% 01/01/2053 DD 12/01/22	32,073	32,878
	FHLMC	POOL #RA-8880 5.500% 04/01/2053 DD 04/01/23	85,955	85,658
	FHLMC	POOL #RA-8249 5.500% 11/01/2052 DD 11/01/22	103,498	103,989
	FNMA	POOL #0CB7106 5.500% 09/01/2053 DD 08/01/23	61,946	65,134
	FNMA	POOL #OMA4580 3.500% 03/01/2052 DD 03/01/22	95,663	96,570
	FNMA	POOL #OMA4761 5.000% 08/01/2052 DD 08/01/22	145,380	147,981
	FNMA	POOL #OMA4807 5.500% 10/01/2052 DD 10/01/22	90,966	91,356

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Resilient Floor Covering Pension Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 94-6284071, Plan Number 001
December 31, 2023

(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	FNMA	POOL #0MA5189 5.000% 10/01/2053 DD 10/01/23	151,440	151,904
			9,240,271	9,310,776
U.S. Treasury Notes				
	U S TREASURY BOND	1.250% 05/15/2050 DD 05/15/20	884,881	887,714
	U S TREASURY BOND	1.125% 05/15/2040 DD 05/15/20	527,265	538,462
	U S TREASURY BOND	2.250% 02/15/2052 DD 02/15/22	981,906	958,852
	U S TREASURY NOTE	3.750% 04/15/2026 DD 04/15/23	341,005	339,920
	US TREAS-CPI INFLAT	1.250%004/15/2028 DD 04/15/23	2	2
	U S TREASURY NOTE	3.750% 05/31/2030 DD 05/31/23	454,085	460,520
	U S TREASURY NOTE	3.875% 08/15/2033 DD 08/15/23	468,086	490,382
	U S TREASURY NOTE	4.375% 08/31/2028 DD 08/31/23	804,091	834,229
	U S TREASURY NOTE	4.625% 09/15/2026 DD 09/15/23	601,103	613,676
	U S TREASURY NOTE	4.875% 10/31/2028 DD 10/31/23	882,089	897,518
	U S TREASURY NOTE	4.625% 11/15/2026 DD 11/15/23	674,724	681,904
	U S TREASURY NOTE	1.500% 08/15/2026 DD 08/15/16	302,064	309,925
	U S TREASURY NOTE	1.875% 02/15/2032 DD 02/15/22	79,174	80,104
	U S TREASURY NOTE	3.250% 06/30/2029 DD 06/30/22	296,908	294,570
	U S TREASURY NOTE	3.500% 02/15/2033 DD 02/15/23	330,112	323,556
	U S TREASURY NOTE	3.750% 04/15/2026 DD 04/15/23	509,259	502,447
	US TREAS-CPI INFLAT	1.250%004/15/2028 DD 04/15/23	1	1
	U S TREASURY NOTE	3.500% 04/30/2028 DD 04/30/23	402,034	408,758
	U S TREASURY NOTE	4.125% 06/15/2026 DD 06/15/23	373,884	380,046
	U S TREASURY NOTE	4.125% 07/31/2028 DD 07/31/23	437,236	446,973
	U S TREASURY NOTE	3.875% 08/15/2033 DD 08/15/23	259,749	274,214
	U S TREASURY NOTE	4.625% 09/15/2026 DD 09/15/23	222,933	227,212
	U S TREASURY NOTE	4.875% 10/31/2028 DD 10/31/23	690,317	714,671
	U S TREASURY NOTE	4.625% 11/15/2026 DD 11/15/23	540,495	544,710
	U S TREASURY NOTE	4.375% 11/30/2028 DD 11/30/23	252,852	256,074
			11,316,255	11,466,440
Corporate Debt Instruments - Preferred				
	BANK OF AMERICA CORP VAR RT	01/23/2026 DD 01/23/18	58,298	59,584
	BANK OF AMERICA CORP VAR RT	03/08/2037 DD 03/08/22	180,919	189,981
	BANK OF NOVA SCOTIA/THE	4.500% 12/16/2025 DD 12/16/15	109,219	110,183

See Independent Auditor's Report.

Resilient Floor Covering Pension Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 94-6284071, Plan Number 001
December 31, 2023

(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	BRAVO RESIDENTIAL NQM1 A1 144A VAR RT	02/25/2049 DD 05/01/21	30,111	32,284
	COMM 2014-CCRE15 MORTG CR15 A4 VAR RT	02/10/2047 DD 02/01/14	129,216	131,316
	CNA FINANCIAL CORP 4.500%	03/01/2026 DD 02/24/16	38,199	38,567
	CNO FINANCIAL GROUP INC 5.250%	05/30/2029 DD 06/12/19	95,112	98,775
	CSAIL 2015-C4 COMMERCIAL C4 A4 3.808%	11/15/2048 DD 11/01/15	71,475	72,497
	CAPITAL ONE MULTI-ASSET A1 A1 2.800%	03/15/2027 DD 03/30/22	110,736	112,088
	CITIGROUP INC VAR RT	10/27/2028 DD 10/27/17	73,110	75,721
	CITIGROUP INC VAR RT	06/09/2027 DD 06/09/21	106,953	111,692
	DUKE ENERGY CORP 6.100%	09/15/2053 DD 09/08/23	120,948	131,561
	EPR PROPERTIES 3.750%	08/15/2029 DD 08/15/19	100,384	111,845
	GCAT 2021-NQM1 TR NQM1 A1 144A VAR RT	01/25/2066 DD 02/01/21	54,256	52,697
	GENERAL MOTORS FINANCIAL CO IN 6.100%	01/07/2034 DD 12/07/23	112,082	115,372
	HCA INC 5.875%	02/01/2029 DD 01/30/19	109,364	111,560
	HYUNDAI AUTO RECEIVABLES T A B 1.090%	05/17/2027 DD 04/28/21	117,495	122,547
	JP MORGAN CHASE COMMERCIAL C20 ASB 3.461%	07/15/2047 DD 06/01/14	13,328	13,514
	JPMBB COMMERCIAL MORT C25 A4A1 3.408%	11/15/2047 DD 11/01/14	105,548	107,677
	JPMORGAN CHASE & CO VAR RT	07/23/2029 DD 07/23/18	48,941	50,576
	JPMCC COMMERCIAL MORTG JP5 ASB 3.549%	03/15/2050 DD 03/01/17	150,394	152,718
	KIMCO REALTY OP LLC 4.600%	02/01/2033 DD 08/24/22	80,876	85,036
	KINDER MORGAN INC 5.200%	06/01/2033 DD 01/31/23	84,923	87,634
	NEWREZ WAREHOUSE SECU 1 A 144A VAR RT	05/25/2055 DD 05/06/21	68,060	69,229
	NORTHERN TRUST CORP 6.125%	11/02/2032 DD 11/02/22	84,431	86,059
	PNC FINANCIAL SERVICES GROUP I VAR RT	01/26/2027 DD 01/24/23	104,043	104,217
	PRIMERICA INC 2.800%	11/19/2031 DD 11/19/21	94,226	97,499
	PROGRESS RESIDENTIAL SFR1 B 144A 1.303%	04/17/2038 DD 02/26/21	85,437	90,524
	PRUDENTIAL FINANCIAL INC VAR RT	09/15/2048 DD 09/18/18	27,913	27,852
	STWD TRUST 2021-FL FLWR A 144A VAR RT	07/15/2036 DD 07/22/21	33,595	34,353
	SAN DIEGO GAS & ELECTRIC CO 4.500%	08/15/2040 DD 08/26/10	61,540	62,378
	SEQUOIA MORTGAGE T CH1 A1 144A VAR RT	08/25/2047 DD 09/01/17	1,948	1,952
	SPIRIT REALTY LP 2.700%	02/15/2032 DD 03/03/21	25,986	29,376
	TORONTO-DOMINION BANK/THE 5.103%	01/09/2026 DD 01/10/23	68,970	69,497
	TRUIST FINANCIAL CORP VAR RT	01/26/2029 DD 01/26/23	49,000	48,323
	VANTAGE DATA CENTER 1A A2 144A 1.645%	09/15/2045 DD 10/05/20	30,893	32,366

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Resilient Floor Covering Pension Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 94-6284071, Plan Number 001
December 31, 2023

(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	VERIZON MASTER TRUST 2 A 0.990%	04/20/2028 DD 11/04/21	267,480	275,284
	VERUS SECURITIZATION 3 A1 144A VAR RT	06/25/2066 DD 06/01/21	39,915	41,515
	WELLS FARGO & CO VAR RT	02/11/2026 DD 02/11/20	117,989	121,278
	WELLS FARGO & CO VAR RT	06/02/2028 DD 06/02/20	135,806	140,229
	BANK OF AMERICA CORP VAR RT	01/20/2028 DD 01/20/17	107,420	110,561
	BANK OF AMERICA CORP VAR RT	07/22/2027 DD 04/22/21	61,032	62,325
	BANK OF AMERICA CORP VAR RT	09/21/2036 DD 09/21/21	56,032	60,304
	BANK OF AMERICA CORP VAR RT	04/02/2026 DD 03/22/22	41,099	41,827
	BANK OF NOVA SCOTIA/THE 4.500%	12/16/2025 DD 12/16/15	51,689	52,140
	COMM 2014-CCRE15 MORTG CR15 A4 VAR RT	02/10/2047 DD 02/01/14	39,958	40,645
	CNA FINANCIAL CORP 4.500%	03/01/2026 DD 02/24/16	67,899	68,233
	CNO FINANCIAL GROUP INC 5.250%	05/30/2029 DD 06/12/19	48,740	50,375
	CAPITAL ONE MULTI-ASSET A1 A1 2.800%	03/15/2027 DD 03/30/22	153,456	155,949
	CITIGROUP INC VAR RT	02/24/2028 DD 02/18/22	73,668	76,372
	CITIGROUP COMMERCIAL M GC19 A4 4.023%	03/11/2047 DD 03/01/14	23,067	23,490
	DIGNITY HEALTH 3.812%	11/01/2024 DD 10/15/14	111,547	113,031
	DUKE ENERGY CORP 5.750%	09/15/2033 DD 09/08/23	48,962	51,928
	EPR PROPERTIES 3.750%	08/15/2029 DD 08/15/19	29,043	32,585
	EQUIFAX INC 5.100%	12/15/2027 DD 09/12/22	30,650	31,311
	GENERAL MOTORS FINANCIAL CO IN 5.850%	04/06/2030 DD 04/06/23	42,708	44,410
	GOLDMAN SACHS GROUP INC/THE VAR RT	04/23/2029 DD 1/23/2018	73,754	74,101
	GOLDMAN SACHS GROUP INC/THE VAR RT	03/09/2027 DD 03/08/21	86,816	91,298
	GOLDMAN SACHS GROUP INC/THE VAR RT	10/21/2027 DD 10/21/21	70,583	72,299
	HCA INC 5.875%	02/01/2029 DD 01/30/19	20,377	20,659
	JPMORGAN CHASE & CO VAR RT	05/01/2028 DD 04/25/17	36,154	36,290
	JPMORGAN CHASE & CO VAR RT	11/19/2026 DD 11/19/20	29,065	30,571
	KIMCO REALTY OP LLC 4.600%	02/01/2033 DD 08/24/22	35,793	37,686
	KINDER MORGAN INC 5.200%	06/01/2033 DD 01/31/23	50,272	51,784
	NEWREZ WAREHOUSE SECU 1 A 144A VAR RT	05/25/2055 DD 05/06/21	80,821	82,209
	PRIMERICA INC 2.800%	11/19/2031 DD 11/19/21	43,288	44,934
	PROGRESS RESIDENTI SFR1 D 144A 1.805%	04/17/2038 DD 02/26/21	84,826	90,812
	PRUDENTIAL FINANCIAL INC VAR RT	09/15/2048 DD 09/18/18	33,425	33,614
	STWD TRUST 2021-FL FLWR A 144A VAR RT	07/15/2036 DD 07/22/21	43,194	44,168

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Resilient Floor Covering Pension Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 94-6284071, Plan Number 001
December 31, 2023

(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	TRUIST FINANCIAL CORP VAR RT	07/28/2026 DD 07/28/22	59,985	59,745
	US BANCORP VAR RT	06/12/2034 DD 06/12/23	28,000	28,939
	VERUS SECURITIZATION 3 A1 144A VAR RT	06/25/2066 DD 06/01/21	39,434	41,515
	VIATRIS INC 2.700% 06/22/2030 DD 06/22/21		13,327	14,384
	WFRBS COMMERCIAL MORTGA C22 A5 3.752% 09/15/2057 DD 09/01/14		48,263	48,819
	WELLS FARGO COMMERCIAL C29 A4 3.637% 06/15/2048 DD 06/01/15		47,637	48,387
	WELLS FARGO & CO VAR RT	02/11/2026 DD 02/11/20	49,391	51,014
	WELLS FARGO & CO VAR RT	04/30/2026 DD 04/30/20	53,088	54,633
	WELLS FARGO & CO VAR RT	06/02/2028 DD 06/02/20	46,848	48,576
	TEVA PHARMACEUTICAL FINANCE NE 3.150% 10/01/2026 DD 07/21/16		135,720	138,894
	TRAVEL + LEISURE CO 144A 6.625% 07/31/2026 DD 07/24/20		134,225	136,350
			<u>5,730,375</u>	<u>5,904,523</u>
Corporate Debt Instruments - Other				
	AERCAP IRELAND CAPITAL DAC / A 2.875% 08/14/2024 DD 08/14/19		142,077	147,125
	AERCAP IRELAND CAPITAL DAC / A 3.000% 10/29/2028 DD 10/29/21		126,116	137,100
	AIR LEASE CORP 4.625% 10/01/2028 DD 09/17/18		109,696	114,414
	AIR LEASE CORP 3.250% 10/01/2029 DD 09/16/19		89,553	94,971
	*ANGEL OAK MORTGAGE T 4 A1 144A VAR RT	01/20/2065 DD 08/01/21	33,921	34,980
	BOEING CO/THE 5.805% 05/01/2050 DD 05/04/20		53,953	59,263
	BOEING CO/THE 2.196% 02/04/2026 DD 02/04/21		108,784	112,480
	FIRST-CITIZENS BANK & TRUST CO 6.125% 03/09/2028 DD 03/09/18		88,786	89,604
	CANTOR FITZGERALD LP 144A 4.875% 05/01/2024 DD 04/29/19		54,029	54,579
	CAPITAL ONE FINANCIAL CORP 4.200% 10/29/2025 DD 10/29/15		56,904	57,854
	CAPITAL ONE FINANCIAL CORP VAR RT	03/03/2026 DD 03/03/22	115,491	117,877
	CAPITAL ONE FINANCIAL CORP VAR RT	03/01/2030 DD 03/03/22	23,133	24,138
	CAPITAL ONE FINANCIAL CORP VAR RT	02/01/2034 DD 02/01/23	108,559	109,662
	CARMAX AUTO OWNER TRUST 20 2 B 1.030% 12/15/2026 DD 04/21/21		63,200	65,667
	CENTENE CORP 4.625% 12/15/2029 DD 12/06/19		110,270	115,055
	CITIGROUP INC VAR RT	06/03/2031 DD 06/03/20	140,788	146,280
	CITIGROUP INC VAR RT	01/28/2027 DD 01/28/21	182,074	187,496
	COPT DEFENSE PROPERTIES LP 2.750% 04/15/2031 DD 03/11/21		88,083	95,333
	COPT DEFENSE PROPERTIES LP 2.900% 12/01/2033 DD 11/17/21		77,025	84,661

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(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	DELL INTERNATIONAL LLC / EMC C	6.020% 06/15/2026 DD 06/15/21	68,499	68,584
	DUKE ENERGY CORP	4.800% 12/15/2045 DD 11/19/15	77,165	79,309
	EDISON INTERNATIONAL	6.950% 11/15/2029 DD 11/10/22	47,087	48,888
	ENERGY TRANSFER LP	6.500% 02/01/2042 DD 01/17/12	73,362	78,375
	EQUIFAX INC	5.100% 06/01/2028 DD 05/16/23	111,499	114,084
	*FLAGSTAR MORTGAGE TR 4 A5	144A VAR RT 06/01/2051 DD 06/01/21	137,221	138,239
	GS MORTGAGE-BACKED PJ6 A8	144A VAR RT 11/25/2051 DD 06/01/21	66,213	67,076
	GM FINANCIAL CONSUMER AUTO 2 B	1.090% 12/16/2026 DD 04/14/21	36,574	37,724
	GOLDMAN SACHS GROUP INC/THE	6.750% 10/01/2037 DD 10/03/07	148,993	154,480
	HCA INC	5.500% 06/15/2047 DD 06/22/17	53,486	57,875
	JPMORGAN CHASE & CO VAR RT	06/01/2034 DD 06/01/23	82,880	84,267
	JPMORGAN CHASE & CO VAR RT	12/31/2049 DD 02/24/20	88,549	93,945
	JPMORGAN CHASE & CO VAR RT	12/31/2049 DD 05/12/21	48,806	52,249
	UTAH ACQUISITION SUB INC	5.250% 06/15/2046 DD 12/15/16	84,336	92,744
	ORACLE CORP	3.850% 04/01/2060 DD 04/01/20	63,088	68,469
	PROGRESS RESIDENTI SFR8 A	144A 1.510% 10/17/2038 DD 09/09/21	93,093	97,982
	PRUDENTIAL FINANCIAL INC VAR RT	05/15/2045 DD 05/18/15	50,774	52,243
	KITE REALTY GROUP TRUST	4.750% 09/15/2030 DD 08/25/20	57,385	61,229
	SABINE PASS LIQUEFACTION LLC	4.500% 05/15/2030 DD 11/15/20	96,760	99,752
	CHARLES SCHWAB CORP/THE VAR RT	05/19/2034 DD 05/19/23	107,439	110,604
	SELECTIVE INSURANCE GROUP INC	5.375% 03/01/2049 DD 03/01/19	40,492	45,244
	*SEQUOIA MORTGAGE TRU 3 A1	144A VAR RT 11/25/2046 DD 10/01/16	14,791	15,052
	DELTA AIR LINES INC / SKY	144A 4.750% 10/20/2028 DD 09/23/20	73,528	75,751
	SOUTHERN CO/THE	4.400% 07/01/2046 DD 05/24/16	72,767	76,844
	SOUTHERN CO/THE VAR RT	09/15/2051 DD 05/06/21	29,068	32,778
	SOUTHWEST AIRLINES CO	5.125% 06/15/2027 DD 06/08/20	77,119	78,390
	SPIRIT REALTY LP	3.400% 01/15/2030 DD 09/16/19	10,827	11,852
	T-MOBILE USA INC	2.625% 04/15/2026 DD 03/23/21	47,642	49,457
	TARGA RESOURCES PARTNERS LP /	4.000% 01/15/2032 DD 02/02/21	61,766	66,781
	US BANCORP VAR RT	11/03/2036 DD 11/03/21	63,291	65,277
	VALERO ENERGY CORP	6.625% 06/15/2037 DD 06/08/07	139,083	142,838
	VANTAGE DATA CENTER 1A A2	144A 2.165% 10/15/2046 DD 11/03/21	64,558	67,629
	VERISIGN INC	4.750% 07/15/2027 DD 07/05/17	87,968	90,284

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	VMWARE LLC	3.900% 08/21/2027 DD 08/21/17	121,543	124,927
	ZIMMER BIOMET HOLDINGS INC	3.550% 04/01/2025 DD 03/19/15	42,513	43,058
	AMSR 2021-SFR3 TRU SFR3 D 144A	2.177% 10/17/2038 DD 09/21/21	83,824	89,183
	AIR LEASE CORP	4.250% 09/15/2024 DD 09/16/14	37,196	37,569
	AIR LEASE CORP	3.250% 10/01/2029 DD 09/16/19	39,294	41,607
	*AMERICAN TOWER TRUST #1 144A	3.652% 03/15/2048 DD 03/29/18	72,490	75,630
	AMGEN INC	5.507% 03/02/2026 DD 03/02/23	50,000	50,025
	*ANGEL OAK MORTGAGE T 4 A1 144A VAR RT	01/20/2065 DD 08/01/21	43,440	45,268
	BOEING CO/THE	2.196% 02/04/2026 DD 02/04/21	52,754	54,822
	FIRST-CITIZENS BANK & TRUST CO	6.125% 03/09/2028 DD 03/09/18	46,825	46,839
	CNH INDUSTRIAL CAPITAL LLC	1.450% 07/15/2026 DD 05/24/21	32,690	33,949
	CAPITAL ONE FINANCIAL CORP VAR RT	07/24/2026 DD 07/27/22	33,327	33,613
	CAPITAL ONE FINANCIAL CORP VAR RT	02/01/2034 DD 02/01/23	51,041	50,843
	CAPITAL ONE FINANCIAL CORP VAR RT	06/08/2029 DD 06/08/23	64,273	67,800
	CENTENE CORP	4.625% 12/15/2029 DD 12/06/19	36,568	38,352
	CITIGROUP INC VAR RT	03/20/2030 DD 03/20/19	49,576	53,161
	CITIGROUP INC VAR RT	06/03/2031 DD 06/03/20	77,874	82,122
	CITIGROUP INC VAR RT	01/28/2027 DD 01/28/21	70,862	72,609
	CONTINENTAL RESOURCES INC 144A	2.268% 11/15/2026 DD 11/22/21	9,529	10,125
	COPT DEFENSE PROPERTIES LP	2.750% 04/15/2031 DD 03/11/21	41,295	44,435
	COPT DEFENSE PROPERTIES LP	2.900% 12/01/2033 DD 11/17/21	34,181	37,282
	DELL INTERNATIONAL LLC / EMC C	5.300% 10/01/2029 DD 04/01/21	22,552	23,706
	EDISON INTERNATIONAL	5.750% 06/15/2027 DD 06/21/19	35,108	35,769
	EDISON INTERNATIONAL	6.950% 11/15/2029 DD 11/10/22	14,649	15,209
	ENERGY TRANSFER LP	5.250% 04/15/2029 DD 01/15/19	88,262	91,781
	GENERAL MOTORS FINANCIAL CO IN	6.050% 10/10/2025 DD 10/12/22	61,723	61,708
	HCA INC	4.500% 02/15/2027 DD 08/15/16	21,232	21,711
	HEWLETT PACKARD ENTERPRISE CO VAR RT	10/15/2025 DD 10/15/16	48,575	48,775
	JPMORGAN CHASE & CO VAR RT	12/31/2049 DD 02/24/20	17,125	18,789
	UTAH ACQUISITION SUB INC	3.950% 06/15/2026 DD 12/15/16	42,119	43,501
	ORACLE CORP	2.300% 03/25/2028 DD 03/24/21	45,737	46,495
	PROGRESS RESIDENTI SFR6 D 144A	2.225% 07/17/2038 DD 07/09/21	84,982	89,483
	RENAISSANCERE FINANCE INC	3.700% 04/01/2025 DD 03/24/15	16,475	16,577

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	SABINE PASS LIQUEFACTION LLC	4.500% 05/15/2030 DD 11/15/20	31,599	33,251
	DELTA AIR LINES INC / SKY 144A	4.750% 10/20/2028 DD 09/23/20	23,533	24,595
	SOUTHERN CO/THE	3.250% 07/01/2026 DD 05/24/16	61,191	61,764
	SOUTHERN CO/THE	5.700% 03/15/2034 DD 09/08/23	47,856	50,541
	SOUTHWEST AIRLINES CO	5.250% 05/04/2025 DD 05/04/20	49,212	48,991
	SPIRIT REALTY LP	4.000% 07/15/2029 DD 06/27/19	27,023	29,444
	T-MOBILE USA INC	3.750% 04/15/2027 DD 04/15/21	41,556	41,752
	TARGA RESOURCES CORP	5.200% 07/01/2027 DD 07/07/22	32,392	33,165
	VMWARE LLC	3.900% 08/21/2027 DD 08/21/17	71,036	73,601
	AMERICAN AIRLINES INC/AAD 144A	5.500% 04/20/2026 DD 03/24/21	204,896	206,833
	AECOM	5.125% 03/15/2027 DD 02/21/17	38,975	39,708
	ALBERTSONS COS INC / SAFE 144A	3.250% 03/15/2026 DD 08/31/20	223,522	226,382
	BALL CORP	5.250% 07/01/2025 DD 06/25/15	187,444	189,812
	BOYD GAMING CORP	4.750% 12/01/2027 DD 06/01/20	239,833	245,302
	CDW LLC / CDW FINANCE CORP	4.125% 05/01/2025 DD 04/21/20	223,176	225,133
	SABRA HEALTH CARE LP	5.125% 08/15/2026 DD 07/14/16	241,906	245,610
	CARPENTER TECHNOLOGY CORP	6.375% 07/15/2028 DD 07/24/20	4,950	5,021
	CENTENE CORP	4.250% 12/15/2027 DD 12/06/19	47,297	48,197
	CHARTER COMMUNICATIONS OPERATI	4.908% 07/23/2025 DD 07/23/16	235,853	237,761
	ENERGY TRANSFER LP	5.750% 04/01/2025 DD 03/14/17	242,727	245,098
	CROWN AMERICAS LLC / CROWN AME	4.750% 02/01/2026 DD 02/01/19	227,095	232,777
	DCP MIDSTREAM OPERATING LP	5.375% 07/15/2025 DD 07/17/18	14,833	15,008
	ENLINK MIDSTREAM PARTNERS LP	4.150% 06/01/2025 DD 05/12/15	227,508	229,713
	FORD MOTOR CREDIT CO LLC	4.063% 11/01/2024 DD 11/01/19	271,981	275,033
	GFL ENVIRONMENTAL INC 144A	4.250% 06/01/2025 DD 04/29/20	14,616	14,779
	GGAM FINANCE LTD 144A	7.750% 05/15/2026 DD 06/08/23	135,898	137,025
	GGAM FINANCE LTD 144A	8.000% 02/15/2027 DD 11/28/23	44,702	46,011
	GLP CAPITAL LP / GLP FINANCING	5.375% 04/15/2026 DD 04/28/16	122,425	124,226
	GLP CAPITAL LP / GLP FINANCING	5.250% 06/01/2025 DD 05/21/18	108,224	109,540
	HCA INC	5.375% 02/01/2025 DD 01/16/15	163,545	164,781
	HAT HOLDINGS I LLC / HAT 144A	6.000% 04/15/2025 DD 04/21/20	44,346	44,868
	HAT HOLDINGS I LLC / HAT 144A	3.375% 06/15/2026 DD 06/28/21	44,849	46,993
	HILLENBRAND INC VAR RT	09/15/2026 DD 09/25/19	132,576	138,396

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	HILTON WORLDWIDE FINANCE LLC / 4.875% 04/01/2027 DD 03/16/17		222,228	226,539
	HOWMET AEROSPACE INC 6.875% 05/01/2025 DD 04/24/20		230,524	231,263
	ICAHN ENTERPRISES LP / ICAHN E 4.750% 09/15/2024 DD 09/06/19		236,451	243,503
	INTERNATIONAL GAME TECHNO 144A 6.500% 02/15/2025 DD 02/13/15		110,299	110,125
	INTERNATIONAL GAME TECHNO 144A 6.250% 01/15/2027 DD 09/26/18		114,198	116,701
	LAMAR MEDIA CORP 3.750% 02/15/2028 DD 07/15/20		181,338	187,974
	MACQUARIE AIRFINANCE HOLD 144A 8.375% 05/01/2028 DD 04/18/23		86,890	89,025
	NMI HOLDINGS INC 144A 7.375% 06/01/2025 DD 06/19/20		30,151	30,050
	NEW FORTRESS ENERGY INC 144A 6.750% 09/15/2025 DD 09/02/20		217,971	223,103
	PENSKE AUTOMOTIVE GROUP INC 3.500% 09/01/2025 DD 08/20/20		229,330	232,853
	PRIME SECURITY SERVICES B 144A 5.250% 04/15/2024 DD 04/04/19		36,714	36,681
	SBA COMMUNICATIONS CORP 3.875% 02/15/2027 DD 08/15/20		226,601	235,345
	SLM CORP 4.200% 10/29/2025 DD 10/29/20		107,824	111,550
	SLM CORP 3.125% 11/02/2026 DD 11/01/21		115,976	121,217
	SERVICE CORP INTERNATIONAL/US 4.625% 12/15/2027 DD 12/12/17		226,582	232,200
	SILGAN HOLDINGS INC 4.125% 02/01/2028 DD 04/01/20		247,108	257,861
	SIRIUS XM RADIO INC 144A 3.125% 09/01/2026 DD 08/16/21		221,042	230,305
	ONEMAIN FINANCE CORP 6.875% 03/15/2025 DD 03/12/18		123,059	126,535
	ONEMAIN FINANCE CORP 7.125% 03/15/2026 DD 05/11/18		107,924	112,080
	STARWOOD PROPERTY TRUST INC 4.750% 03/15/2025 DD 03/15/18		106,480	108,537
	STARWOOD PROPERTY TRUST I 144A 3.625% 07/15/2026 DD 07/14/21		121,536	127,883
	SUNOCO LP / SUNOCO FINANCE COR 5.875% 03/15/2028 DD 09/15/18		112,538	114,857
	SUNOCO LP / SUNOCO FINANCE COR 6.000% 04/15/2027 DD 03/14/19		138,155	140,200
	TEGNA INC 4.625% 03/15/2028 DD 01/09/20		241,159	247,529
	TENET HEALTHCARE CORP 4.875% 01/01/2026 DD 08/26/19		237,513	242,293
	TEVA PHARMACEUTICAL FINANCE NE 6.000% 04/15/2024 DD 03/14/18		109,693	109,636
	TRANSDIGM INC 144A 6.250% 03/15/2026 DD 02/13/19		228,568	229,588
	UNITED RENTALS NORTH AMERICA I 5.500% 05/15/2027 DD 11/07/16		225,520	230,504
	WESCO DISTRIBUTION INC 144A 7.125% 06/15/2025 DD 06/12/20		30,151	30,223
	WESTERN DIGITAL CORP 4.750% 02/15/2026 DD 02/13/18		228,859	235,541
	TRAVEL + LEISURE CO VAR RT 10/01/2025 DD 09/15/15		89,702	90,078
			<u>14,508,844</u>	<u>14,924,447</u>

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Common Stock				
	BANK OF AMERICA CORP VAR RT	12/31/2049 DD 01/24/20	53,893	58,434
	METLIFE INC PFD 4.750% NON-CUMULATIVE		12,297	12,832
	PUBLIC STORAGE PFD 4.750% CUMULATIVE		3,792	4,050
	BANK OF AMERICA CORP VAR RT	12/31/2049 DD 01/24/20	21,626	23,562
	AFLAC INC		975,219	1,118,370
	ABBVIE INC		1,097,939	1,084,945
	AMERICAN ELECTRIC POWER CO INC		1,294,527	1,126,603
	BERRY GLOBAL GROUP INC		1,005,253	1,121,033
	BRISTOL-MYERS SQUIBB CO		1,471,147	1,130,154
	CVS HEALTH CORP		1,268,833	1,149,342
	CAPITAL ONE FINANCIAL CORP		916,388	1,290,221
	CISCO SYSTEMS INC		1,057,663	1,120,534
	CITIGROUP INC		1,234,251	1,409,868
	CITIZENS FINANCIAL GROUP INC		1,435,208	1,332,427
	COCA-COLA CO/THE		1,134,503	1,060,740
	COMCAST CORP		853,850	1,036,877
	CONOCOPHILLIPS		1,125,512	1,129,013
	CONSTELLATION BRANDS INC		1,032,605	1,081,590
	DOLLAR GENERAL CORP		1,346,267	841,802
	DOVER CORP		1,011,479	1,144,039
	EOG RESOURCES INC		1,145,074	1,078,632
	EMERSON ELECTRIC CO		1,118,316	1,147,521
	EXXON MOBIL CORP		1,191,778	1,090,282
	FISERV INC		862,480	1,126,616
	GENUINE PARTS CO		1,371,739	1,135,839
	HCA HEALTHCARE INC		1,020,717	1,156,345
	HERSHEY CO/THE		726,503	733,455
	HOME DEPOT INC/THE		960,448	1,061,829
	HUBBELL INC		843,771	1,154,544
	INTEL CORP		581,460	1,105,500
	INTERNATIONAL BUSINESS MACHINE		989,177	1,150,411
	INTERPUBLIC GROUP OF COS INC/T		1,160,352	1,132,771

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		JPMORGAN CHASE & CO	1,142,289	1,450,953
		JOHNSON & JOHNSON	1,192,199	1,065,832
		KRAFT HEINZ CO/THE	973,104	1,093,573
		LOCKHEED MARTIN CORP	1,287,897	1,212,870
		M&T BANK CORP	1,116,075	1,177,106
		MARATHON PETROLEUM CORP	816,800	1,041,339
		METLIFE INC	1,355,891	1,275,185
		NRG ENERGY INC	722,372	1,170,074
		NUCOR CORP	474,925	602,875
		QUEST DIAGNOSTICS INC	1,008,556	1,051,335
		HENRY SCHEIN INC	1,246,200	1,203,940
		SIMON PROPERTY GROUP INC	1,036,293	1,255,089
		J M SMUCKER CO/THE	1,028,960	874,044
		SNAP-ON INC	1,020,280	1,278,695
		STATE STREET CORP	1,273,195	1,284,054
		THERMO FISHER SCIENTIFIC INC	1,143,813	1,127,929
		UNITED RENTALS INC	988,804	1,349,257
		UNITEDHEALTH GROUP INC	1,139,902	1,152,969
		WARNER BROS DISCOVERY INC	884,856	982,299
		XCEL ENERGY INC	1,263,539	1,134,563
		ZEBRA TECHNOLOGIES CORP	1,132,467	1,195,272
		API GROUP CORP	149,035	266,420
		AECOM	194,065	211,203
		AGREE REALTY CORP	150,655	133,706
		ALIGHT INC	209,359	213,617
		ARCOSA INC	156,825	238,499
		ATKORE INC	79,151	101,120
		AVANTOR INC	233,429	246,427
		BATH & BODY WORKS INC	204,291	229,913
		W R BERKLEY CORP	218,343	250,278
		CHAMPIONX CORP	156,343	157,530
		CHART INDUSTRIES INC	86,768	102,656
		CHEMED CORP	212,078	233,900

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		CHURCHILL DOWNS INC	218,619	279,035
		CLEAN HARBORS INC	140,820	149,904
		COLLEGIUM PHARMACEUTICAL INC	87,664	118,072
		COLLIERS INTERNATIONAL GROUP I	202,161	235,580
		CONCENTRIX CORP	213,455	157,431
		CORE & MAIN INC	102,062	110,845
		CRANE NXT CO	107,490	152,241
		EAGLE MATERIALS INC	152,512	232,860
		EURONET WORLDWIDE INC	175,830	189,076
		EXPEDIA GROUP INC	99,076	171,674
		FEDERAL AGRICULTURAL MORTGAGE	148,276	170,568
		FIRST AMERICAN FINANCIAL CORP	121,010	148,985
		HERC HOLDINGS INC	143,543	162,439
		HOLOGIC INC	80,496	76,880
		HOME BANCSHARES INC/AR	176,873	196,586
		JB HUNT TRANSPORT SERVICES INC	184,299	211,125
		ITT INC	159,767	235,060
		INGERSOLL RAND INC	167,932	248,571
		KADANT INC	222,570	351,228
		KORN FERRY	126,450	145,823
		KOSMOS ENERGY LTD	157,850	164,482
		LANTHEUS HOLDINGS INC	213,493	165,664
		LEIDOS HOLDINGS INC	154,788	187,363
		LEONARDO DRS INC	95,176	148,256
		LIBERTY MEDIA CORP-LIBERTY SIR	241,126	229,895
		LITTELFUSE INC	161,032	194,516
		M&T BANK CORP	164,021	176,833
		MOOG INC	145,088	188,069
		NCR VOYIX CORP	54,642	55,516
		NCR ATLEOS CORP	33,934	39,860
		NEOGEN CORP	48,964	64,654
		NEXSTAR MEDIA GROUP INC	181,815	165,998
		NORTHERN OIL & GAS INC	157,786	180,234

See Independent Auditor's Report.

Resilient Floor Covering Pension Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 94-6284071, Plan Number 001
December 31, 2023

(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
		OPTION CARE HEALTH INC	210,225	237,447
		PACKAGING CORP OF AMERICA	111,665	142,220
		POST HOLDINGS INC	234,642	230,893
		PROSPERITY BANCSHARES INC	189,113	176,233
		PULTEGROUP INC	113,279	256,811
		REINSURANCE GROUP OF AMERICA I	158,715	180,708
		RELIANCE INC	135,837	187,665
		REXFORD INDUSTRIAL REALTY INC	143,448	154,443
		SKECHERS USA INC	145,525	216,257
		SKYLINE CHAMPION CORP	131,969	190,254
		SUPER MICRO COMPUTER INC	54,465	152,079
		TD SYNEX CORP	272,102	309,164
		TELEDYNE TECHNOLOGIES INC	263,432	292,320
		TELEPHONE AND DATA SYSTEMS INC	53,153	75,657
		TENET HEALTHCARE CORP	205,510	282,934
		TIDEWATER INC	217,903	329,831
		TRACTOR SUPPLY CO	165,578	158,262
		TRANSUNION	95,008	102,653
		TRAVEL + LEISURE CO	152,662	163,943
		UFP TECHNOLOGIES INC	84,968	91,181
		UFP INDUSTRIES INC	150,100	237,792
		UNITED STATES CELLULAR CORP	121,078	173,097
		UNITED THERAPEUTICS CORP	203,746	188,886
		UTAH MEDICAL PRODUCTS INC	90,477	75,798
		VISTRA CORP	157,960	241,790
		VONTIER CORP	126,921	226,855
		WEX INC	209,963	249,608
		ALKERMES PLC	149,904	155,178
		FERGUSON PLC	125,192	190,367
		GENPACT LTD	201,075	150,676
		ICON PLC	219,891	320,435
		WEATHERFORD INTERNATIONAL PLC	182,190	195,758
		JAZZ PHARMACEUTICALS PLC	195,656	152,766

See Independent Auditor's Report.

Resilient Floor Covering Pension Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 94-6284071, Plan Number 001
December 31, 2023

(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
		NOMAD FOODS LTD	146,230	143,770
		ROIVANT SCIENCES LTD	96,765	103,226
		VALARIS LTD	206,013	209,413
		INTERNATIONAL SEAWAYS INC	107,728	132,347
		ADOBE INC	1,248,139	2,141,197
		ADVANCED MICRO DEVICES INC	556,866	1,240,603
		ALPHABET INC	2,984,811	4,682,822
		AMAZON.COM INC	2,422,023	4,058,621
		AMPHENOL CORP	1,489,428	1,938,685
		APPLE INC	1,754,055	2,599,155
		BOOKING HOLDINGS INC	652,635	1,142,205
		CDW CORP/DE	1,181,995	1,505,313
		COLGATE-PALMOLIVE CO	818,062	842,535
		COPART INC	416,197	663,166
		DANAHER CORP	1,287,732	1,289,952
		WALT DISNEY CO/THE	678,509	640,427
		EDWARDS LIFESCIENCES CORP	764,842	780,038
		ELECTRONIC ARTS INC	636,266	704,845
		FACTSET RESEARCH SYSTEMS INC	707,589	841,993
		HILTON WORLDWIDE HOLDINGS INC	256,500	368,914
		ILLINOIS TOOL WORKS INC	595,414	707,762
		INTERCONTINENTAL EXCHANGE INC	1,231,372	1,541,032
		INTUIT INC	1,324,705	1,697,581
		INTUITIVE SURGICAL INC	1,085,202	1,320,427
		ELI LILLY & CO	1,451,957	2,316,524
		MASTERCARD INC	2,316,577	2,841,410
		MICROSOFT CORP	3,074,972	4,821,585
		MICROCHIP TECHNOLOGY INC	802,610	814,686
		MOTOROLA SOLUTIONS INC	1,320,183	1,581,105
		NVIDIA CORP	213,044	693,803
		O'REILLY AUTOMOTIVE INC	1,225,492	1,376,666
		PEPSICO INC	1,793,372	1,686,681
		PROGRESSIVE CORP/THE	1,527,833	1,864,372

See Independent Auditor's Report.

Resilient Floor Covering Pension Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 94-6284071, Plan Number 001
December 31, 2023

(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
		QUALCOMM INC	942,179	1,238,467
		ROCKWELL AUTOMATION INC	361,769	434,982
		ROSS STORES INC	1,224,876	1,464,028
		SALESFORCE INC	998,696	1,691,727
		SCHLUMBERGER LTD	1,469,269	1,436,044
		TJX COS INC/THE	1,288,482	1,519,722
		THERMO FISHER SCIENTIFIC INC	1,794,148	1,729,314
		UBER TECHNOLOGIES INC	612,493	883,406
		VERALTO CORP	242,151	237,567
		VERISK ANALYTICS INC	768,114	1,034,503
		VERTEX PHARMACEUTICALS INC	516,634	517,157
		VISA INC	1,555,743	1,936,483
		EATON CORP PLC	551,518	843,352
		ACI WORLDWIDE INC	86,657	115,056
		AMICUS THERAPEUTICS INC	254,717	296,188
		APELLIS PHARMACEUTICALS INC	208,668	229,324
		ARES MANAGEMENT CORP	151,533	262,694
		ARGENX SE ADR	255,331	256,410
		ATRICURE INC	156,876	131,767
		AVIENT CORP	88,350	108,789
		BWX TECHNOLOGIES INC	243,920	293,492
		BIOMARIN PHARMACEUTICAL INC	269,170	263,034
		BRAZE INC	132,653	128,840
		CHAMPIONX CORP	156,111	157,296
		COGNEX CORP	165,587	142,166
		CURTIS-WRIGHT CORP	134,484	154,839
		DECKERS OUTDOOR CORP	96,198	161,092
		DOLBY LABORATORIES INC	165,350	200,972
		EQT CORP	131,095	127,153
		EMCOR GROUP INC	166,971	242,574
		ENTEGRIS INC	258,631	439,380
		ETSY INC	309,768	236,018
		GITLAB INC	208,076	309,826

See Independent Auditor's Report.

Resilient Floor Covering Pension Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 94-6284071, Plan Number 001
December 31, 2023

(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
		GODADDY INC	266,062	374,745
		GRACO INC	133,530	172,132
		GUARDANT HEALTH INC	118,847	101,627
		HUBBELL INC	198,030	194,398
		HUBSPOT INC	213,749	421,472
		HYATT HOTELS CORP	218,209	314,419
		IRHYTHM TECHNOLOGIES INC	141,744	161,309
		IMMUNOCORE HOLDINGS PLC ADR	206,176	241,784
		INARI MEDICAL INC	143,413	150,290
		KARUNA THERAPEUTICS INC	193,695	310,813
		KNIGHT-SWIFT TRANSPORTATION HO	97,774	104,923
		LANTHEUS HOLDINGS INC	162,138	119,722
		LATTICE SEMICONDUCTOR CORP	235,882	237,671
		LINCOLN ELECTRIC HOLDINGS INC	170,644	178,100
		LITHIA MOTORS INC	171,590	258,814
		MOLINA HEALTHCARE INC	302,494	331,683
		MONGODB INC	193,645	403,126
		NEUROCRINE BIOSCIENCES INC	250,338	282,230
		NEW YORK TIMES CO/THE	172,772	260,137
		NEXSTAR MEDIA GROUP INC	121,121	108,471
		NORDSON CORP	215,846	240,121
		OPTION CARE HEALTH INC	96,391	93,928
		OUTSET MEDICAL INC	57,708	12,091
		POWER INTEGRATIONS INC	144,074	164,631
		PULTEGROUP INC	144,725	275,288
		RB GLOBAL INC	71,029	82,208
		RAYMOND JAMES FINANCIAL INC	175,429	207,390
		REGAL REXNORD CORP	147,078	181,028
		ROKU INC	105,707	89,643
		SAREPTA THERAPEUTICS INC	195,113	146,477
		SHOCKWAVE MEDICAL INC	203,093	188,083
		A O SMITH CORP	181,124	259,686
		SPRINGWORKS THERAPEUTICS INC	92,090	127,020

See Independent Auditor's Report.

Resilient Floor Covering Pension Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 94-6284071, Plan Number 001
December 31, 2023

(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
		STIFEL FINANCIAL CORP	126,902	135,257
		TAPESTRY INC	213,170	214,676
		TOPBUILD CORP	154,177	349,185
		TYLER TECHNOLOGIES INC	265,922	341,186
		VERACYTE INC	55,694	64,566
		WINGSTOP INC	186,963	269,409
		XENON PHARMACEUTICALS INC	94,561	105,984
		NVENT ELECTRIC PLC	159,525	162,202
		RENAISSANCERE HOLDINGS LTD	175,533	157,192
		JFROG LTD	142,694	218,804
		ROYAL CARIBBEAN CRUISES LTD	110,328	289,021
			<u>124,304,863</u>	<u>147,529,452</u>
103-12 Investments		WASH CAPITAL	<u>34,396,570</u>	<u>32,564,394</u>
Limited Partnerships	MCMORGAN NORTHERN CALIFORNIA VALUE ADD/DEVELOPMENT FD II LP		<u>7,195,102</u>	<u>2,516,162</u>
State and Local Obligations		BUCKEYE OH TOBACCO SETTLEMENT 1.950% 06/01/2026 DD 03/04/20	35,658	37,285
		COLORADO ST HLTH FACS AUTH REV 3.796% 11/01/2044 DD 11/20/19	46,355	47,793
		GOLDEN ST TOBACCO SECURITIZATI 2.158% 06/01/2026 DD 12/15/21	98,791	102,597
		SALES TAX SECURITIZATION CORP 2.225% 01/01/2024 DD 01/30/20	24,323	25,000
		SALES TAX SECURITIZATION CORP 2.325% 01/01/2025 DD 01/30/20	23,655	24,305
			<u>228,782</u>	<u>236,980</u>
Common Collective Trusts		BNYM-M DB SL INTL ADR FUND	112,202	246,751
		COLLECTIVE US GOV'T STIF 20 BPS	1,121	1,121
		BNYM-M DB SL LC VALUE SIF	8,850,156	26,350,292
		COLLECTIVE US GOV'T STIF 20 BPS	6,103	6,103
		COLLECTIVE US GOV'T STIF 20 BPS	7	7
		BNYM-M DB SL LC GROWTH SIF	9,438,815	15,511,159
		COLLECTIVE US GOV'T STIF 20 BPS	637	637

See Independent Auditor's Report.

Resilient Floor Covering Pension Fund
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN 94-6284071, Plan Number 001
December 31, 2023

(a)	(b) Identity of issuer, borrower, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
		COLLECTIVE US GOV'T STIF 20 BPS	17,483,528	17,483,528
		COLLECTIVE US GOV'T STIF 20 BPS	361,138	361,138
		COLLECTIVE US GOV'T STIF 20 BPS	2,111,803	2,111,803
		COLLECTIVE US GOV'T STIF 20 BPS	163	163
		COLLECTIVE US GOV'T STIF 20 BPS	135,251	135,251
		COLLECTIVE US GOV'T STIF 20 BPS	386,911	386,911
		COLLECTIVE US GOV'T STIF 20 BPS	309,480	309,480
		ASB REAL ESTATE FUND	10,200,431	19,913,839
		BLACKROCK LIQ FDS FEDFUND IN	1,621	1,621
		COLLECTIVE US GOV'T STIF 20 BPS	1,009	1,009
		COLLECTIVE US GOV'T STIF 20 BPS	48	48
		COLLECTIVE US GOV'T STIF 20 BPS	1,964,697	1,964,697
		COLLECTIVE US GOV'T STIF 20 BPS	436,347	436,347
		COLLECTIVE US GOV'T STIF 20 BPS	1	1
		RAINIER INTL SMALL CAP EQ CIT FUND CL A	5,001,016	8,093,169
		L&G S&P 400 CIT FUND CL D	6,183,530	9,645,873
		L&G S&P 600 CIT FUND CL D	5,668,854	8,918,742
		L&G MSCI ACWI EX US CIT FUND C L D	23,460,963	31,592,616
		MEPT	36,614,347	29,046,942
		INVESCO STIT GOV & AGENCY 1901	17	-
			<u>128,730,196</u>	<u>172,519,248</u>
AFL - CIO Housing Trust		AFL CIO	5,000,000	4,126,217
			<u>\$ 340,651,258</u>	<u>\$ 401,098,639</u>

See Independent Auditor's Report.

Resilient Floor Covering Pension Fund
Schedule H, Line 4j - Schedule of Reportable Transactions
EIN 94-6284071, Plan Number 001
Year Ended December 31, 2023

Identity of Party Involved (a)	Description of Asset (b)	Purchase Price (c)	Selling Price (d)	Lease Rental (e)	Expense Incurred With Transaction (f)	Cost of Asset (g)	Current Value of Asset on Transaction Date (h)	Net gain or (loss) (i)
Single transaction:								
<i>No single transactions in excess of 5%</i>								
Series of transactions:								
Bank of New York Mellon	Collective US Gov't STIF 20	N/A	\$ 87,151,791	N/A	N/A	N/A	\$ 87,151,791	-
Bank of New York Mellon	Collective US Gov't STIF 20	\$ 88,819,429	N/A	N/A	N/A	\$ 88,819,429	\$ 88,819,429	N/A

See Independent Auditor's Report.

Schedule MB, Line 8b(2) - Schedule of Active Participant Data

		Years of Credited Service									
	Total	0 - 1	1 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 & over
Under 25	76	-	71	5	-	-	-	-	-	-	-
	\$61	-	\$50	-	-	-	-	-	-	-	-
25 - 29	141	-	82	54	5	-	-	-	-	-	-
	\$190	-	\$83	\$305	-	-	-	-	-	-	-
30 - 34	153	-	57	70	23	3	-	-	-	-	-
	\$350	-	\$94	\$378	\$762	-	-	-	-	-	-
35 - 39	170	-	35	50	45	39	1	-	-	-	-
	\$573	-	\$110	\$335	\$662	\$1,160	-	-	-	-	-
40 - 44	178	-	26	35	45	55	17	-	-	-	-
	\$878	-	\$131	\$440	\$830	\$1,251	-	-	-	-	-
45 - 49	188	-	25	22	30	33	50	28	-	-	-
	\$1,439	-	\$136	\$429	\$790	\$1,309	\$2,083	\$3,096	-	-	-
50 - 54	148	-	15	12	24	22	30	34	11	-	-
	\$1,950	-	-	-	\$790	\$1,512	\$2,228	\$3,351	-	-	-
55 - 59	100	-	6	11	11	15	18	23	14	2	-
	\$2,309	-	-	-	-	-	-	\$3,541	-	-	-
60 - 64	52	-	2	12	5	10	11	6	4	2	-
	\$1,776	-	-	-	-	-	-	-	-	-	-
65 - 69	11	-	5	-	-	2	2	1	1	-	-
	-	-	-	-	-	-	-	-	-	-	-
70 & over	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-
Unknown	52	-	49	3	-	-	-	-	-	-	-
	\$118	-	\$104	-	-	-	-	-	-	-	-
Totals	1,269	-	373	274	188	179	129	92	30	4	-
	\$977	-	\$94	\$371	\$758	\$1,323	\$2,038	\$3,295	\$4,575	-	-
	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-

Section 3: Certificate of Actuarial Valuation

Exhibit K: Statement of Actuarial Assumptions, Methods and Models

(Schedule MB, Line 6)

Rationale for Demographic and Noneconomic Assumptions	The information and analysis used in selecting each demographic assumption that has a significant effect on this actuarial valuation is shown in the Actuarial Experience Study dated August 30, 2017. Current data is reviewed in conjunction with each annual valuation. Based on professional judgement, no demographic assumptions were changed in this valuation.																															
Mortality Rates	<i>Postretirement:</i> RP-2006 Healthy Blue Collar Annuitant tables, set forward one year with generational projection using Scale MP-2016. <i>Preretirement:</i> RP-2006 Blue Collar Employee tables, set forward one year with generational projection using Scale MP-2016. The underlying tables with the generational projection to the ages of participants as of the measurement date reasonably reflect the mortality experience of the Plan as of the measurement date. These mortality tables were then adjusted to future years using the generational projection to reflect future mortality improvement between the measurement date and those years.																															
Annuitant Mortality Rates	<table><tr><th rowspan="2">Age</th><th colspan="2">Rate (%)¹</th></tr><tr><th>Male</th><th>Female</th></tr><tr><td>55</td><td>0.68</td><td>0.45</td></tr><tr><td>60</td><td>0.98</td><td>0.72</td></tr><tr><td>65</td><td>1.60</td><td>1.16</td></tr><tr><td>70</td><td>2.63</td><td>1.87</td></tr><tr><td>75</td><td>4.29</td><td>3.03</td></tr><tr><td>80</td><td>7.05</td><td>5.05</td></tr><tr><td>85</td><td>11.61</td><td>8.71</td></tr><tr><td>90</td><td>19.01</td><td>14.81</td></tr></table> ¹ Mortality rates shown for base table with one-year set forward.			Age	Rate (%) ¹		Male	Female	55	0.68	0.45	60	0.98	0.72	65	1.60	1.16	70	2.63	1.87	75	4.29	3.03	80	7.05	5.05	85	11.61	8.71	90	19.01	14.81
Age	Rate (%) ¹																															
	Male	Female																														
55	0.68	0.45																														
60	0.98	0.72																														
65	1.60	1.16																														
70	2.63	1.87																														
75	4.29	3.03																														
80	7.05	5.05																														
85	11.61	8.71																														
90	19.01	14.81																														

Section 3: Certificate of Actuarial Valuation

Termination Rates before Retirement

Age	Rate (%)		
	Mortality ¹		Withdrawal ²
	Male	Female	
20	0.07	0.02	7.94
25	0.07	0.02	7.72
30	0.06	0.02	7.22
35	0.08	0.04	6.28
40	0.11	0.06	5.15
45	0.17	0.09	3.98
50	0.28	0.14	2.56
55	0.42	0.21	0.94
60	0.73	0.35	0.00

¹ Mortality rates shown for base table with one-year set forward.

² These rates apply after a 5-year select period. The rate during the select period is 10.0%. Withdrawal rates do not apply at retirement eligibility.

Retirement Rates for Active Participants

Not Eligible for Service Pension		Eligible for Service Pension	
Age	Annual Rate	Age	Annual Rate
55 – 59	7.5%	45 – 64	22.5%
60 – 64	15.0	65	100.0
65	100.0		

Description of Weighted Average Retirement Age

Age 60.4, determined as follows: The weighted average retirement age for each participant is calculated as the sum of the product of each potential current or future retirement age times the probability of surviving from current age to that age and then retiring at that age, assuming no other decrements. The overall weighted retirement age is the average of the individual retirement ages based on all the active participants included in this actuarial valuation.

Retirement Age for Inactive Vested Participants

62, or at Service Pension eligibility

Future Benefit Accruals

1,575 hours per year

Section 3: Certificate of Actuarial Valuation

Unknown Data for Participants	Same as those exhibited by participants with similar known characteristics. If not specified, participants are assumed to be male
Definition of Active Participants	Active participants are defined as those with at least 500 hours in the most recent plan year and who have accumulated at least one year of Credited Service, excluding those who have retired as of the valuation date.
Exclusion of Inactive Vested Participants	Inactive participants over age 70 are excluded, with 24 participants excluded from the valuation.
Percent Married	70%
Age of Spouse	Spouses of male participants are three years younger and spouses of female participants are three years older.
Benefit Election	For future pensioners, 50% are assumed to elect the 50% Joint and Survivor Annuity and the other 50% are assumed to elect the Life Annuity.
Delayed Retirement Factors	Active participants work enough hours each month to not qualify for delayed retirement adjustment. Inactive vested participants who are assumed to commence receipt of benefits after attaining normal retirement age qualify for delayed retirement increases at 9% per year.
Net Investment Return	6.75% The net investment return assumption is a long-term estimate derived from historical data, current and recent market expectations, and professional judgment. As part of the analysis, a building block approach was used that reflects inflation expectations and anticipated risk premiums for each of the portfolio's asset classes as provided by Segal Marco Advisors, as well as the Plan's target asset allocation.
Annual Administrative Expenses	\$1,200,000, payable monthly (equivalent to \$1,158,489 payable at the beginning of the year).
Actuarial Value of Assets	The market value of assets less unrecognized returns in each of the last five years. Unrecognized return is equal to the difference between the actual and projected market value return, and is recognized over a five year period. The actuarial value is further adjusted, if necessary, to be within 20% of the market value.
Actuarial Cost Method	Entry Age Normal Actuarial Cost Method. Entry Age is the current age minus Credited Service. Normal Cost and Actuarial Accrued Liability are calculated on an individual basis and are allocated by service, with Normal Cost determined as if the current benefit accrual rate had always been in effect.
Benefits Valued	Unless otherwise indicated, includes all benefits summarized in Exhibit L.
Current Liability Assumptions	<i>Interest:</i> 2.55%, within the permissible range prescribed under IRC Section 431(c)(6)(E) <i>Mortality:</i> Mortality prescribed under IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1(a)(2): RP-2006 employee and annuitant mortality tables, projected generationally using scale MP-2021 (previously, the MP-2020 scale was used).
Estimated Rate of Investment Return	<i>On actuarial value of assets (Schedule MB, line 6g):</i> 7.3%, for the Plan Year ending December 31, 2022 <i>On current (market) value of assets (Schedule MB, line 6h):</i> -8.4%, for the Plan Year ending December 31, 2022

Section 3: Certificate of Actuarial Valuation

FSA Contribution Timing (Schedule MB, line 3a)	Unless otherwise noted, contributions are paid periodically throughout the year pursuant to collective bargaining agreements. The interest credited in the FSA is therefore assumed to be equivalent to a June 30 contribution date.
Actuarial Models	Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are prepared to meet regulatory, legislative and client requirements. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible Enrolled Actuary.
Justification for Change in Actuarial Assumptions (Schedule MB, line 11)	For purposes of determining current liability, the current liability interest rate was changed from 2.22% to 2.55% due to a change in the permissible range and recognizing that any rate within the permissible range satisfies the requirements of IRC Section 413(c)(6)(E) and the mortality tables and mortality improvement scales were changed in accordance with IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1.

Section 4: Actuarial Certification

Schedule MB, line 6f(1) - Description of Withdrawal Liability Interest Rate

Exhibit C: Actuarial Assumptions and Methods

Rationale for Demographic and Noneconomic Assumptions	The information and analysis used in selecting each demographic assumption that has a significant effect on this actuarial valuation is shown in the Actuarial Experience Study dated August 30, 2017. Current data is reviewed in conjunction with each annual valuation. Based on professional judgement, no demographic assumption changes are warranted at this time.
Investment Return	To the extent the vested benefits are matched by the market value of plan assets on hand: interest assumptions prescribed by the Pension Benefit Guaranty Corporation under 29 C.F.R. Ch. XL, Part 4044, which are in effect for the applicable withdrawal liability valuation date, are used. PBGC Interest Rates as of December 31, 2022: – First 20 years 3.90% – After 20 years 3.65% To the extent the vested benefits are not matched by plan assets (at market), the interest assumption is the same as used for plan funding: 6.75% The portion of the vested benefits that is matched by readily available assets is determined by comparing the total present value of vested benefits plus expenses – at PBGC rates – with the total market value of assets; each vested benefit is treated as covered by assets to the same extent as all other vested benefits. The present value of vested benefits is based on a blend of two liability calculations. The first calculation is performed on a market value basis, using discount rates selected based on estimated annuity purchase rates available for benefits being settled, because withdrawal liability essentially settles an employer's obligation to the Plan. The second calculation uses the interest rate determined by the plan actuary for minimum funding, based on the expected return on current and future assets. For benefits that could be settled immediately, because assets on hand are sufficient to cover their market value, the first calculation basis is used: annuity purchase rates promulgated by PBGC under ERISA Sec. 4044 for multiemployer plans terminating by mass withdrawal on the measurement date. For benefits that cannot be settled immediately because they are not currently funded, the calculation uses the second basis: the interest rate used for plan funding calculations. Affected Benefits liabilities are valued at the same interest rate assumption used for plan funding for the plan year for which the pool is established.
Mortality Rates	<i>Postretirement:</i> RP-2006 Blue Collar Healthy Annuitant tables, set forward one year with generational projection using Scale MP-2016. <i>Preretirement:</i> RP-2006 Blue Collar Employee tables, set forward one year with generational projection using Scale MP-2016. The underlying tables with the generational projection to the ages of participants as of the measurement date reasonably reflect the mortality experience of the Plan as of the measurement date. These mortality tables were then adjusted to future years using the generational projection to reflect future mortality improvement between the measurement date and those years.

Resilient Floor Covering Pension Fund

Actuarial Certification of Plan Status under IRC Section 432

As of January 1, 2024

Schedule MB, line 4c - Documentation Regarding Progress Under Funding Improvement or Rehabilitation Plan





180 Howard Street, Suite 1100
San Francisco, CA 94105-6147
segalco.com T:415.263.8200

March 29, 2024

Board of Trustees
Resilient Floor Covering Pension Fund
Dublin, CA

Dear Trustees:

As required by ERISA Section 305 and Internal Revenue Code (IRC) Section 432, we have completed the Plan's actuarial status certification as of January 1, 2024 in accordance with the Multiemployer Pension Reform Act of 2014 (MPRA). The attached exhibits outline the projections performed and the results of the various tests required by the statute. These projections have been prepared based on the Actuarial Valuation as of January 1, 2023 and in accordance with generally accepted actuarial principles and practices and a current understanding of the law. The actuarial calculations were completed under the supervision of Paul C. Poon, ASA, MAAA, Enrolled Actuary.

As of January 1, 2024, the Plan is in critical status but not critical and declining status.

This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its Rehabilitation Plan, based on the annual standards in the Rehabilitation Plan. This certification is being filed with the Internal Revenue Service, pursuant to ERISA section 305(b)(3) and IRC section 432(b)(3).

Segal does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretation on which the certification is based reflects Segal's understanding as an actuarial firm. Due to the complexity of the statute and the significance of its ramifications, Segal recommends that the Board of Trustees consult with legal counsel when making any decisions regarding compliance with ERISA and the Internal Revenue Code.

We look forward to reviewing this certification with you at your next meeting and to answering any questions you may have. We are available to assist the Trustees in communicating this information to plan stakeholders as well as updating the Rehabilitation Plan.

Sincerely,

Segal

By: 
Jefferson E Kao
Vice President & Benefits Consultant


Paul C. Poon, ASA, MAAA, EA
Vice President & Actuary

bts/bbf

cc: Coleen Christophersen
George Kraw, Esq.
Katherine McDonough, Esq.
Lisa Schwantz, Esq.
Joseph Thiermann, CPA

Actuarial Status Certification as of January 1, 2024: Key Results

		2024
Certified Zone Status		Critical
Scheduled Progress		Making Scheduled Progress toward Rehabilitation Plan
Assets	Actuarial value of assets (AVA)	\$430,531,706
Funded Percentage	Unit credit accrued liability	515,533,478
	Funded percentage	83.5%
Funding Standard Account	Funding credit balance as of the end of the prior year	(\$16,445,403)
Investment Return	Assumed rate of return	6.75%
Solvency Projection	Years to projected insolvency	N/A



180 Howard Street, Suite 1100
San Francisco, CA 94105-6147
segalco.com T:415.263.8200

March 29, 2024

Internal Revenue Service
Employee Plans Compliance Unit
Group 7602 (TEGE:EP:EPCU)
230 S. Dearborn Street
Room 1700 - 17th Floor
Chicago, IL 60604

To Whom It May Concern:

As required by ERISA Section 305 and the Internal Revenue Code (IRC) Section 432, we have completed the actuarial status certification as of January 1, 2024 for the following plan:

Name of Plan:	Resilient Floor Covering Pension Fund
Plan number:	EIN 94-6284017 / PN 001
Plan sponsor:	Board of Trustees, Resilient Floor Covering Pension Fund
Address:	4160 Dublin Boulevard, Suite 400, Dublin, CA 94568
Phone number:	925.833.4323

As of January 1, 2024, the Plan is in critical status but not critical and declining status.

This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its Rehabilitation Plan, based on the annual standards of the Rehabilitation Plan.



If you have any questions on the attached certification, you may contact me at the following:

Segal
180 Howard Street, Suite 1100
San Francisco, CA 94105-6147
Phone number: 415.263.8200

Sincerely,

A handwritten signature in black ink that reads "Paul C. Poon". The signature is written in a cursive, flowing style.

Paul C. Poon, ASA, MAAA
Vice President & Actuary
Enrolled Actuary No. 23-06069

Actuarial Status Certification as of January 1, 2024 under IRC Section 432
March 29, 2024

Illustration Supporting Actuarial Certification of Status (Schedule MB, line 4b)

This is to certify that Segal has prepared an actuarial status certification under Internal Revenue Code Section 432 for the Resilient Floor Covering Pension Fund as of January 1, 2024 in accordance with generally accepted actuarial principles and practices. It has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing and compliance requirements under federal law. This certification may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety.

The measurements shown in this actuarial certification may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; differences in statutory interpretation and changes in plan provisions or applicable law.

This certification is based on the January 1, 2023 actuarial valuation, dated October 20, 2023. This certification reflects the changes in the law made by the Multiemployer Pension Reform Act of 2014 (MPRA) and the American Rescue Plan Act of 2021 (ARPA). Additional assumptions required for the projections (including those under MPRA and ARPA), and sources of financial information used are summarized in Exhibit 6.

Segal does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretation on which this certification is based reflects Segal's understanding as an actuarial firm.

This certification was based on the assumption that the Plan was qualified as a multiemployer plan for the year.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in this actuarial certification is complete and accurate. In my opinion, the projections are based on reasonable actuarial estimates, assumptions and methods that offer my best estimate of anticipated experience under the Plan. Furthermore, as required by IRC Section 432(b)(3)(B)(iii), the projected industry activity takes into account information provided by the plan sponsor.



Paul C. Poon, ASA, MAAA

EA# 23-06069

Title Vice President & Actuary

Certificate Contents

Exhibit 1	Status Determination as of January 1, 2024
Exhibit 2	Summary of Actuarial Valuation Projections
Exhibit 3	Funding Standard Account Projections
Exhibit 4	Funding Standard Account — Projected Bases Assumed Established After January 1, 2023
Exhibit 5	Solvency Projection
Exhibit 6	Actuarial Assumptions and Methodology
Exhibit 7	Documentation Regarding Progress Under Rehabilitation Plan

Actuarial Status Certification under IRC Section 432

Exhibit 1: Status Determination as of January 1, 2024

Status	Condition	Component Result	Final Result
Critical Status:			
	1. Initial critical status tests:		
	C1. A funding deficiency is projected in four years?	Yes	Yes
	C2. a. A funding deficiency is projected in five years,	Yes	
	b. and the present value of vested benefits for non-actives is more than present value of vested benefits for actives,	Yes	
	c. and the normal cost plus interest on unfunded actuarial accrued liability (unit credit basis) is greater than contributions for current year?	No	No
	C3. a. A funding deficiency is projected in five years,	Yes	
	b. and the funded percentage is less than 65%?	No	No
	C4. a. The funded percentage is less than 65%,	No	
	b. and the present value of assets plus contributions is less than the present value of benefit payments and administrative expenses over seven years?	N/A	No
	C5. The present value of assets plus contributions is less than the present value of benefit payments and administrative expenses over five years?	No	No
	2. Emergence test:		
	C6 a. Was in critical status for the immediately preceding plan year,	Yes	
	b. and either a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extension of amortization periods under ERISA Section 304(d)(2) or ERISA Section 304 as in effect prior to PPA'06,	Yes	
	c. or insolvency is projected for the current year or any of the 30 succeeding plan years?	No	
	Plan did NOT emerge?		Yes

Status	Condition	Component Result	Final Result
	3. Special emergence test:		
	C7. a. The trustees have elected an automatic amortization extension under 431(d),	No	
	b. and either a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extension of amortization periods under ERISA Section 304(d)(1),	N/A	
	c. or insolvency is projected for the current year or any of the 30 succeeding plan years?	N/A	
	Plan did NOT emerge?		N/A
	4. Reentry into critical status after special emergence:		
	C8 a. The Plan emerged from critical status in any prior year under the special emergence rule,	No	
	b. and either a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extensions of amortization periods under ERISA Section 304(d),	N/A	
	c. or insolvency is projected for the current year or any of the 30 succeeding plan years?	N/A	
	Plan reentered critical status?		N/A
	5. In Critical Status? (If C1-C6 or C8 is Yes, then Yes, unless C7 is No)		Yes
	If not in Critical Status, skip 6 and go to 7		
	6. Determination of critical and declining status:		
	C9. a. Any of (C1) through (C5) are Yes?	Yes	Yes
	b. and either Insolvency is projected within 15 years?	No	No
	c. or		
	1) The ratio of inactive to active is at least 2 to 1,	No	
	2) and insolvency is projected within 20 years?	N/A	No
	d. or		
	1) The funded percentage is less than 80%,	No	
	2) and insolvency is projected within 20 years?	N/A	No
	In Critical and Declining Status?		No

Status	Condition	Component Result	Final Result
	7. Determination whether plan is projected to be in critical status in any of the succeeding five plan years:		
	C10. a. Is not in critical status,	No	
	b. and is projected to be in critical status in any of the next five years?	N/A	N/A
	8. In Critical Status in any of the five succeeding plan years?		N/A
Endangered Status:			
	E1. a. Is not in critical status,	No	
	b. and the funded percentage is less than 80%?	N/A	No
	E2. a. Is not in critical status,	No	
	b. and a funding deficiency is projected in seven years?	N/A	No
	In Endangered Status? (Yes when either (E1) or (E2) is Yes)		No
	In Seriously Endangered Status? (Yes when BOTH (E1) and (E2) are Yes)		No
Neither Critical Status Nor Endangered Status:			
	Neither Critical nor Endangered Status?		No

This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its Rehabilitation Plan, based on the annual standards of the Rehabilitation Plan.

Exhibit 2: Summary of Actuarial Valuation Projections

The actuarial factors as of January 1, 2024 (based on projections from the January 1, 2023 valuation certificate):

1. Financial Information			
a.	Market value of assets		\$417,109,504
b.	Actuarial value of assets		430,531,706
c.	Reasonably anticipated contributions		
1)	Upcoming year		20,517,000
2)	Present value for the next five years		87,548,155
3)	Present value for the next seven years		115,306,893
d.	Projected benefit payments		40,734,158
e.	Projected administrative expenses (beginning of year)		1,193,244
2. Liabilities			
a.	Present value of vested benefits for active participants		64,519,218
b.	Present value of vested benefits for non-active participants		438,431,162
c.	Total unit credit accrued liability		515,533,478
d.	Present value of payments	Benefit Payments	Administrative Expenses
1)	Next five years	\$175,686,651	\$5,561,514
2)	Next seven years	232,060,424	7,522,208
e.	Unit credit normal cost plus expenses		3,933,564
f.	Ratio of inactive participants to active participants		1.99
3.	Funded Percentage (1.b)/(2.c)		83.5%
4. Funding Standard Account			
a.	Credit Balance as of the end of prior year		(\$16,445,403)
b.	Years to projected funding deficiency		1
5.	Projected Year of Emergence		2025
6.	Years to Projected Insolvency		N/A
7.	Year Projected to be in Critical Status (based on test C10. in Exhibit 1), if within next five years		N/A

Exhibit 3: Funding Standard Account Projections

The table below presents the Funding Standard Account Projections for the Plan Years beginning January 1.

	Year Beginning January 1,					
	2023	2024	2025	2026	2027	2028
1. Credit balance (BOY)	(\$27,291,832)	(\$16,445,403)	(\$3,661,297)	\$10,227,563	\$19,870,129	\$26,207,649
2. Interest on (1)	(1,842,199)	(1,110,065)	(247,138)	690,361	1,341,234	1,769,016
3. Normal cost	1,568,990	1,601,801	1,605,806	1,609,821	1,613,846	1,617,881
4. Administrative expenses	1,158,489	1,193,244	1,229,041	1,265,912	1,303,889	1,343,006
5. Net amortization charges	5,276,501	4,057,674	3,791,337	8,606,463	12,270,240	14,364,024
6. Interest on (3), (4) and (5)	540,269	462,559	447,267	775,048	1,025,188	1,169,431
7. Expected contributions	20,539,662	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000
8. Interest on (7)	693,214	692,449	692,449	692,449	692,449	692,449
9. Full-funding limit credit	0	0	0	0	0	0
10. Credit balance (EOY): (1) + (2) – (3) – (4) – (5) – (6) + (7) + (8) + (9)	(\$16,445,403)	(\$3,661,297)	\$10,227,563	\$19,870,129	\$26,207,649	\$30,691,772
	2029	2030	2031	2032	2033	
1. Credit balance (BOY)	\$30,691,772	\$34,405,635	\$39,449,718	\$46,043,218	\$55,082,067	
2. Interest on (1)	2,071,695	2,322,380	2,662,856	3,107,917	3,718,040	
3. Normal cost	1,621,926	1,625,981	1,630,046	1,634,121	1,638,206	
4. Administrative expenses	1,383,296	1,424,795	1,467,539	1,511,565	1,556,912	
5. Net amortization charges	15,324,783	14,267,956	13,088,649	11,166,742	10,254,901	
6. Interest on (3), (4) and (5)	1,237,275	1,169,014	1,092,571	966,089	907,876	
7. Expected contributions	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000	
8. Interest on (7)	692,449	692,449	692,449	692,449	692,449	
9. Full-funding limit credit	0	0	0	0	0	
10. Credit balance (EOY): (1) + (2) – (3) – (4) – (5) – (6) + (7) + (8) + (9)	\$34,405,635	\$39,449,718	\$46,043,218	\$55,082,067	\$65,651,661	

Exhibit 4: Funding Standard Account — Projected Bases Assumed Established after January 1, 2023
Schedule of Funding Standard Account Bases

Type of Base	Date Established	Base Established	Amortization Period	Amortization Payment
Experience (Gain)/Loss	1/1/2024	(\$6,381,482)	15	(\$646,023)
Experience (Gain)/Loss	1/1/2025	787,057	15	79,677
Experience (Gain)/Loss	1/1/2026	5,060,320	15	512,276
Experience (Gain)/Loss	1/1/2027	12,097,891	15	1,224,718
Experience (Gain)/Loss	1/1/2028	(2,208,536)	15	(223,579)

Exhibit 5: Solvency Projections

The table below presents the projected Market Value of Assets for the Plan Years beginning January 1, 2023 through 2054.

	Year Beginning January 1,							
	2023	2024	2025	2026	2027	2028	2029	2030
1. Market Value at beginning of year	\$400,397,071	\$417,109,504	\$423,091,121	\$429,277,225	\$435,492,399	\$441,781,942	\$448,324,202	\$455,229,675
2. Contributions	20,539,662	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000
3. Withdrawal liability payments	0	0	0	0	0	0	0	0
4. Benefit payments	38,994,408	40,734,158	40,889,958	41,227,692	41,522,361	41,648,185	41,682,410	41,650,354
5. Administrative expenses	1,534,299	1,236,000	1,273,080	1,311,272	1,350,610	1,391,128	1,432,862	1,475,848
6. Interest earnings	36,701,478	27,434,775	27,832,142	28,237,138	28,645,514	29,064,573	29,503,745	29,969,632
7. Market Value at end of year: (1)+(2)+(3)-(4)-(5)+(6)	\$417,109,504	\$423,091,121	\$429,277,225	\$435,492,399	\$441,781,942	\$448,324,202	\$455,229,675	\$462,590,105
8. Available resources: (1)+(2)+(3)-(5)+(6)	\$456,103,912	\$463,825,279	\$470,167,183	\$476,720,091	\$483,304,303	\$489,972,387	\$496,912,085	\$504,240,459

	Year Beginning January 1,							
	2031	2032	2033	2034	2035	2036	2037	2038
1. Market Value at beginning of year	\$462,590,105	\$470,422,354	\$478,914,432	\$488,123,279	\$498,337,145	\$509,618,694	\$522,064,054	\$535,946,024
2. Contributions	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000
3. Withdrawal liability payments	0	0	0	0	0	0	0	0
4. Benefit payments	41,630,408	41,458,074	41,272,380	40,853,243	40,437,667	39,997,326	39,367,549	38,781,572
5. Administrative expenses	1,520,123	1,565,727	1,612,699	1,661,080	1,710,912	1,762,239	1,815,106	1,869,559
6. Interest earnings	30,465,780	30,998,879	31,576,926	32,211,189	32,913,128	33,687,925	34,547,625	35,502,770
7. Market Value at end of year: (1)+(2)+(3)-(4)-(5)+(6)	\$470,422,354	\$478,914,432	\$488,123,279	\$498,337,145	\$509,618,694	\$522,064,054	\$535,946,024	\$551,314,663
8. Available resources: (1)+(2)+(3)-(5)+(6)	\$512,052,762	\$520,372,506	\$529,395,659	\$539,190,388	\$550,056,361	\$562,061,380	\$575,313,573	\$590,096,235

Year Beginning January 1,

	2039	2040	2041	2042	2043	2044	2045	2046
1. Market Value at beginning of year	\$551,314,663	\$568,300,704	\$587,207,303	\$608,090,387	\$631,247,392	\$656,807,563	\$684,953,921	\$715,960,356
2. Contributions	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000
3. Withdrawal liability payments	0	0	0	0	0	0	0	0
4. Benefit payments	38,164,575	37,358,253	36,621,507	35,724,313	34,848,740	33,951,150	32,955,536	31,853,811
5. Administrative expenses	1,925,646	1,983,415	2,042,917	2,104,205	2,167,331	2,232,351	2,299,322	2,368,302
6. Interest earnings	36,559,262	37,731,267	39,030,508	40,468,523	42,059,242	43,812,859	45,744,293	47,872,301
7. Market Value at end of year: (1)+(2)+(3)-(4)-(5)+(6)	\$568,300,704	\$587,207,303	\$608,090,387	\$631,247,392	\$656,807,563	\$684,953,921	\$715,960,356	\$750,127,544
8. Available resources: (1)+(2)+(3)-(5)+(6)	\$606,465,279	\$624,565,556	\$644,711,894	\$666,971,705	\$691,656,303	\$718,905,071	\$748,915,892	\$781,981,355

	2047	2048	2049	2050	2051	2052	2053	2054
1. Market Value at beginning of year	\$750,127,544	\$787,606,463	\$828,644,719	\$873,559,723	\$922,548,139	\$975,858,482	\$1,033,857,300	\$1,096,765,553
2. Contributions	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000	20,517,000
3. Withdrawal liability payments	0	0	0	0	0	0	0	0
4. Benefit payments	30,810,361	29,741,506	28,595,827	27,510,787	26,449,003	25,312,451	24,265,830	23,158,985
5. Administrative expenses	2,439,351	2,512,532	2,587,908	2,665,545	2,745,511	2,827,876	2,912,712	3,000,093
6. Interest earnings	50,211,631	52,775,294	55,581,739	58,647,748	61,987,857	65,622,145	69,569,795	73,850,787
7. Market Value at end of year: (1)+(2)+(3)-(4)-(5)+(6)	\$787,606,463	\$828,644,719	\$873,559,723	\$922,548,139	\$975,858,482	\$1,033,857,300	\$1,096,765,553	\$1,164,974,262
8. Available resources: (1)+(2)+(3)-(5)+(6)	\$818,416,824	\$858,386,225	\$902,155,550	\$950,058,926	\$1,002,307,485	\$1,059,169,751	\$1,121,031,383	\$1,188,133,247

Note: the projected benefit payments shown above are based on a closed group, i.e., not reflecting new participants entering the plan. If such new entrants were reflected, in our judgment, this would not change the conclusion that the plan is projected to remain solvent through 2054 under the assumptions used. This projection is not intended to be used for any purpose other than this certification.

Exhibit 6: Actuarial Assumptions and Methodology

The actuarial assumptions and plan of benefits are as used in the January 1, 2023 actuarial valuation certificate, dated October 20, 2023, except as specifically described below. We also assumed that experience would emerge as projected, except as described below. The calculations are based on a current understanding of the requirements of ERISA Section 305 and IRC Section 432.

Asset Information:	The financial information as of December 31, 2023 was based on an unaudited financial statement provided by the Fund Administrator. For projections after January 1, 2024, the assumed administrative expenses were increased by 3% per year and the benefit payments were projected based on the January 1, 2023 actuarial valuation. The projected net investment return was assumed to be 6.75% of the average market value of assets for the 2024–2054 Plan Years. Any resulting investment gains or losses due to the operation of the asset valuation method are amortized over 15 years in the Funding Standard Account.
Projected Industry Activity:	The projected industry activity assumption takes into account information provided by the plan sponsor as required by Internal Revenue Code Section 432, historical and current contribution levels and projections in employment levels, and professional judgment. Based on this information, the overall number of contributory hours each year is projected to be 2.1 million for 2024 and later.
Future Normal Costs:	Based on the assumed industry activity and the assumption that replacement employees will have the same entry age as employees leaving the work force, the Entry Age Normal Cost method used in the valuation results in level Normal Costs per active. Therefore, we have assumed that the normal cost in future years will be the same as in the 2023 plan year, adjusted for the above projected industry activity and increased by 0.25% each year to reflect future mortality improvements.

Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are prepared to meet regulatory, legislative and client requirements. Deterministic cost projections are based on a proprietary forecasting model. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the Enrolled Actuary.

Exhibit 7: Documentation Regarding Progress Under Rehabilitation Plan

Based on the Rehabilitation Plan in effect as of December 31, 2023, the applicable standard for January 1, 2024 is that the Fund's projected date of emergence from critical status will not occur later than January 1, 2029.

Using the plan provisions, assumptions/methods, and contribution levels that form the basis of this certification, the Funding Standard Account Projections show a projected emergence date of January 1, 2025, and therefore demonstrates that this standard is met.

5834685v4/00682.021

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries	Total
2023	\$572,862	\$1,616,388	\$38,378,538	\$40,567,788
2024	\$1,139,362	\$2,100,037	\$37,480,852	\$40,720,251
2025	\$1,738,685	\$2,556,323	\$36,549,723	\$40,844,730
2026	\$2,374,870	\$3,171,182	\$35,587,000	\$41,133,052
2027	\$2,986,185	\$3,781,018	\$34,592,794	\$41,359,997
2028	\$3,569,894	\$4,267,872	\$33,567,836	\$41,405,602
2029	\$4,166,588	\$4,661,004	\$32,513,265	\$41,340,857
2030	\$4,742,039	\$5,017,827	\$31,430,611	\$41,190,477
2031	\$5,301,343	\$5,407,934	\$30,321,740	\$41,031,018
2032	\$5,820,037	\$5,697,451	\$29,188,891	\$40,706,379
2033	\$6,234,251	\$6,086,490	\$28,034,712	\$40,355,452
2034	\$6,611,269	\$6,300,515	\$26,862,132	\$39,773,916
2035	\$6,976,910	\$6,515,596	\$25,674,278	\$39,166,783
2036	\$7,300,436	\$6,751,555	\$24,474,395	\$38,526,387
2037	\$7,628,578	\$6,771,724	\$23,265,767	\$37,666,068
2038	\$7,929,029	\$6,857,498	\$22,051,650	\$36,838,177
2039	\$8,163,040	\$6,977,087	\$20,835,325	\$35,975,452
2040	\$8,347,430	\$6,961,659	\$19,620,174	\$34,929,263
2041	\$8,525,620	\$6,986,718	\$18,409,793	\$33,922,131
2042	\$8,634,684	\$6,935,306	\$17,208,135	\$32,778,126
2043	\$8,730,677	\$6,902,528	\$16,019,469	\$31,652,674
2044	\$8,814,814	\$6,845,732	\$14,848,331	\$30,508,877
2045	\$8,845,634	\$6,738,732	\$13,699,506	\$29,283,872
2046	\$8,814,904	\$6,581,001	\$12,577,970	\$27,973,876
2047	\$8,785,045	\$6,435,724	\$11,488,901	\$26,709,670
2048	\$8,724,829	\$6,248,263	\$10,437,575	\$25,410,667
2049	\$8,609,574	\$6,046,055	\$9,428,908	\$24,084,536
2050	\$8,495,717	\$5,819,018	\$8,467,190	\$22,781,924
2051	\$8,356,157	\$5,608,640	\$7,556,117	\$21,520,914
2052	\$8,167,219	\$5,355,399	\$6,698,723	\$20,221,341
2053	\$7,977,237	\$5,112,148	\$5,897,425	\$18,986,810
2054	\$7,733,195	\$4,847,373	\$5,154,119	\$17,734,687
2055	\$7,508,629	\$4,585,810	\$4,470,205	\$16,564,644
2056	\$7,249,474	\$4,307,007	\$3,846,396	\$15,402,877
2057	\$6,974,375	\$4,038,698	\$3,282,544	\$14,295,616
2058	\$6,674,623	\$3,764,771	\$2,777,538	\$13,216,932
2059	\$6,361,935	\$3,493,054	\$2,329,404	\$12,184,392
2060	\$6,036,338	\$3,229,432	\$1,935,512	\$11,201,283

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

2061	\$5,708,987	\$2,971,944	\$1,592,697	\$10,273,627
2062	\$5,376,224	\$2,723,727	\$1,297,343	\$9,397,294
2063	\$5,043,665	\$2,485,995	\$1,045,522	\$8,575,182
2064	\$4,714,379	\$2,259,739	\$833,172	\$7,807,290
2065	\$4,389,701	\$2,045,738	\$656,233	\$7,091,671
2066	\$4,071,089	\$1,844,552	\$510,674	\$6,426,315
2067	\$3,761,251	\$1,656,510	\$392,478	\$5,810,239
2068	\$3,462,096	\$1,481,741	\$297,778	\$5,241,615
2069	\$3,174,881	\$1,320,190	\$222,937	\$4,718,009
2070	\$2,900,669	\$1,171,616	\$164,611	\$4,236,895
2071	\$2,640,247	\$1,035,677	\$119,808	\$3,795,732
2072	\$2,394,150	\$911,918	\$85,904	\$3,391,971

This assumes the following:

- No additional benefits will be accrued.
- Experience is in line with valuation assumptions.
- No new entrants are converted by the Plan.
- Benefits are paid in the form assumed with valuation.

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

Plan Year	Employer Contributions	Withdrawal Liability Payments	Total
2023	\$20,412,000	\$0	\$20,412,000
2024	\$20,412,000	\$0	\$20,412,000
2025	\$20,412,000	\$0	\$20,412,000
2026	\$20,412,000	\$0	\$20,412,000
2027	\$20,412,000	\$0	\$20,412,000
2028	\$20,412,000	\$0	\$20,412,000
2029	\$20,412,000	\$0	\$20,412,000
2030	\$20,412,000	\$0	\$20,412,000
2031	\$20,412,000	\$0	\$20,412,000
2032	\$20,412,000	\$0	\$20,412,000

Schedule MB, line 3(d) – Withdrawal Liability Amounts

Payment Date	Periodic Amounts	Lump Sum Amounts	Total Amounts
01/05/2023	\$6,000.00	\$0.00	\$6,000.00
01/05/2023	\$37,500.00	\$0.00	\$37,500.00
01/19/2023	\$350.00	\$0.00	\$350.00
01/24/2023	\$0.00	\$183,106.00	\$183,106.00
01/27/2023	\$3,000.00	\$0.00	\$3,000.00
02/09/2023	\$350.00	\$0.00	\$350.00
02/17/2023	\$3,000.00	\$0.00	\$3,000.00
03/15/2023	\$350.00	\$0.00	\$350.00
03/24/2023	\$3,000.00	\$0.00	\$3,000.00
04/10/2023	\$350.00	\$0.00	\$350.00
04/10/2023	\$37,500.00	\$0.00	\$37,500.00
04/21/2023	\$3,000.00	\$0.00	\$3,000.00
05/11/2023	\$6,000.00	\$0.00	\$6,000.00
05/18/2023	\$3,000.00	\$0.00	\$3,000.00
05/25/2023	\$350.00	\$0.00	\$350.00
06/26/2023	\$3,000.00	\$0.00	\$3,000.00
07/03/2023	\$37,500.00	\$0.00	\$37,500.00
07/06/2023	\$350.00	\$0.00	\$350.00
07/13/2023	\$6,000.00	\$0.00	\$6,000.00
07/21/2023	\$3,000.00	\$0.00	\$3,000.00
08/21/2023	\$350.00	\$0.00	\$350.00
08/28/2023	\$3,000.00	\$0.00	\$3,000.00
09/28/2023	\$3,000.00	\$0.00	\$3,000.00
10/05/2023	\$350.00	\$0.00	\$350.00
10/05/2023	\$37,500.00	\$0.00	\$37,500.00
10/30/2023	\$3,000.00	\$0.00	\$3,000.00
11/02/2023	\$350.00	\$0.00	\$350.00
11/02/2023	\$6,000.00	\$0.00	\$6,000.00
11/27/2023	\$3,000.00	\$0.00	\$3,000.00
11/29/2023	\$23,695.00	\$0.00	\$23,695.00
12/14/2023	\$350.00	\$0.00	\$350.00
12/14/2023	\$1,050.00	\$0.00	\$1,050.00
12/14/2023	\$23,695.00	\$0.00	\$23,695.00

Section 3: Certificate of Actuarial Valuation

FSA Contribution Timing (Schedule MB, line 3a)	Unless otherwise noted, contributions are paid periodically throughout the year pursuant to collective bargaining agreements. The interest credited in the FSA is therefore assumed to be equivalent to a June 30 contribution date.
Actuarial Models	Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are prepared to meet regulatory, legislative and client requirements. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the responsible Enrolled Actuary.
Justification for Change in Actuarial Assumptions (Schedule MB, line 11)	For purposes of determining current liability, the current liability interest rate was changed from 2.22% to 2.55% due to a change in the permissible range and recognizing that any rate within the permissible range satisfies the requirements of IRC Section 413(c)(6)(E) and the mortality tables and mortality improvement scales were changed in accordance with IRS Regulations 1.431(c)(6)-1 and 1.430(h)(3)-1.

Section 3: Certificate of Actuarial Valuation

Schedule of FSA Bases (Charges) (Schedule MB, Line 9c)

Type of Base	Date Established	Outstanding Balance	Years Remaining	Amortization Amount
Plan Amendment	01/01/2009	\$37,629	1	\$37,629
Experience Loss	01/01/2009	535,173	1	535,173
Base due to 2008 Investment Loss	01/01/2009	57,569,459	15	5,827,986
Plan Amendment	01/01/2010	45,951	2	23,726
Experience Loss	01/01/2010	624,201	2	322,290
Base due to 2008 Investment Loss	01/01/2011	33,665,498	15	3,408,093
Change in Assumptions	01/01/2012	3,946,905	4	1,085,403
Experience Loss	01/01/2012	6,462,613	4	1,777,226
Base due to 2008 Investment Loss	01/01/2012	10,395,873	15	1,052,416
Base due to 2008 Investment Loss	01/01/2013	10,729,748	15	1,086,215
Experience Loss	01/01/2014	11,877,964	15	1,202,454
Experience Loss	01/01/2015	8,324,309	7	1,434,348
Experience Loss	01/01/2016	7,590,694	8	1,179,305
Experience Loss	01/01/2017	5,686,914	9	808,997
Change in Assumptions	01/01/2017	7,823,309	9	1,112,912
Experience Loss	01/01/2018	6,916,369	10	911,837
Experience Loss	01/01/2019	3,179,139	11	392,221
Experience Loss	01/01/2020	2,608,547	12	303,568
Change in Assumptions	01/01/2022	24,469,769	14	2,581,914
Total		\$202,490,064		\$25,083,713

Section 3: Certificate of Actuarial Valuation

Schedule of FSA Bases (Credits) (Schedule MB, Line 9h)

Type of Base	Date Established	Outstanding Balance	Years Remaining	Amortization Amount
Change in Asset Method	01/01/2009	\$24,359,930	16	\$2,375,769
Base due to 2008 Investment Loss	01/01/2010	15,119,740	15	1,530,632
Experience Gain	01/01/2011	4,721,828	3	1,677,797
Plan Amendment	01/01/2011	7,387,680	3	2,625,048
Plan Amendment	01/01/2012	19,278,801	4	5,301,691
Experience Gain	01/01/2013	10,211,243	5	2,317,358
Experience Gain	01/01/2014	4,926,595	6	960,764
Change in Assumptions	01/01/2015	2,190,949	7	377,519
Experience Gain	01/01/2021	6,949,240	13	767,906
Experience Gain	01/01/2022	16,764,324	14	1,768,878
Experience Gain	01/01/2023	1,025,843	15	103,850
Total		\$112,936,173		\$19,807,212

SCHEDULE MB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

Round off amounts to nearest dollar.

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

A Name of plan RESILIENT FLOOR COVERING PENSION FUND	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF B OF T OF THE RESILIENT FLOOR COVERING P FUND	D Employer Identification Number (EIN) 94-6284071

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

1a Enter the valuation date: Month 01 Day 01 Year 2023	
b Assets	
(1) Current value of assets	1b(1) 400,397,071
(2) Actuarial value of assets for funding standard account	1b(2) 416,360,191
c (1) Accrued liability for plan using immediate gain methods	1c(1) 533,205,914
(2) Information for plans using spread gain methods:	
(a) Unfunded liability for methods with bases	1c(2)(a)
(b) Accrued liability under entry age normal method	1c(2)(b)
(c) Normal cost under entry age normal method	1c(2)(c)
(3) Accrued liability under unit credit cost method	1c(3) 518,012,718
d Information on current liabilities of the plan:	
(1) Amount excluded from current liability attributable to pre-participation service (see instructions)	1d(1)
(2) "RPA '94" information:	
(a) Current liability	1d(2)(a) 876,338,324
(b) Expected increase in current liability due to benefits accruing during the plan year	1d(2)(b) 7,636,604
(c) Expected release from "RPA '94" current liability for the plan year	1d(2)(c) 40,630,499
(3) Expected plan disbursements for the plan year	1d(3) 41,830,499

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 Paul C. Poon	08/22/2024
--	-----------------------

Signature of actuary

Date

Paul C. Poon, ASA, MAAA

2306069

Type or print name of actuary

Most recent enrollment number

SEGal

415-263-8200

Firm name

Telephone number (including area code)

180 HOWARD STREET, SUITE 1100

SAN FRANCISCO CA 94105-6147

Address of the firm

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

2 Operational information as of beginning of this plan year:

a Current value of assets (see instructions)	2a	400,397,071
b "RPA '94" current liability/participant count breakdown:		
	(1) Number of participants	(2) Current liability
(1) For retired participants and beneficiaries receiving payment	1,605	557,502,537
(2) For terminated vested participants	917	141,426,767
(3) For active participants:		
(a) Non-vested benefits		27,628,414
(b) Vested benefits		149,780,606
(c) Total active	1,269	177,409,020
(4) Total	3,791	876,338,324
c If the percentage resulting from dividing line 2a by line 2b(4), column (2), is less than 70%, enter such percentage	2c	45.68 %

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

(a) Date (MM/DD/YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM/DD/YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
	20,882,087	0			
Totals ▶			3(b)	20,882,087	0
(d) Total withdrawal liability amounts included in line 3(b) total					3(d) 442,046

4 Information on plan status:

a Funded percentage for monitoring plan's status (line 1b(2) divided by line 1c(3))	4a	80.3 %
b Enter code to indicate plan's status (see instructions for attachment of supporting evidence of plan's status). If entered code is "N," go to line 5	4b	C
c Is the plan making the scheduled progress under any applicable funding improvement or rehabilitation plan?		☒ Yes ☐ No
d If the plan is in critical status or critical and declining status, does line 1(c) reflect any benefit reductions for the first time (see instructions)?		☐ Yes ☒ No
e If line d is "Yes," enter the reduction in liability resulting from the reduction in benefits (see instructions), measured as of the valuation date	4e	
f If the plan is in critical status or critical and declining status, and is:	4f	
• Projected to emerge from critical status within 30 years, enter the plan year in which it is projected to emerge;		
• Projected to become insolvent within 30 years, enter the plan year in which insolvency is expected and check here		
• Neither projected to emerge from critical status nor become insolvent within 30 years, enter "9999."		2025

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

a ☐ Attained age normal	b ☒ Entry age normal	c ☐ Accrued benefit (unit credit)	d ☐ Aggregate
e ☐ Frozen initial liability	f ☐ Individual level premium	g ☐ Individual aggregate	h ☐ Shortfall
i ☐ Other (specify):			
j If box h is checked, enter period of use of shortfall method			5j

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

6 Checklist of certain actuarial assumptions:

a Interest rate for "RPA '94" current liability	6a	2.55 %
	Pre-retirement	Post-retirement
b Rates specified in insurance or annuity contracts	☐ Yes ☐ No ☒ N/A	☐ Yes ☐ No ☒ N/A
c Mortality table code for valuation purposes:		
(1) Males.....	6c(1)	A A
(2) Females	6c(2)	A A
d Valuation liability interest rate	6d	6.75 % 6.75 %
e Salary scale	6e	% ☒ N/A
f Withdrawal liability interest rate:		
(1) Type of interest rate	6f(1)	☐ Single rate ☐ ERISA 4044 ☒ Other ☐ N/A
(2) If "Single rate" is checked in (1), enter applicable single rate	6f(2)	%
g Estimated investment return on actuarial value of assets for year ending on the valuation date	6g	7.3 %
h Estimated investment return on current value of assets for year ending on the valuation date	6h	-8.4 %
i Expense load included in normal cost reported in line 9b	6i	☐ N/A
(1) If expense load is described as a percentage of normal cost, enter the assumed percentage	6i(1)	%
(2) If expense load is a dollar amount that varies from year to year, enter the dollar amount included in line 9b.....	6i(2)	1,158,489
(3) If neither (1) nor (2) describes the expense load, check the box	6i(3)	☐

7 New amortization bases established in the current plan year:

(1) Type of base	(2) Initial balance	(3) Amortization Charge/Credit
1	-1,025,843	-103,850

8 Miscellaneous information:

a If a waiver of a funding deficiency has been approved for this plan year, enter the date (MM/DD/YYYY) of the ruling letter granting the approval.....	8a	
b Demographic, benefit, and contribution information		
(1) Is the plan required to provide a projection of expected benefit payments? (See instructions) If "Yes," see instructions for required attachment.	☒ Yes ☐ No	
(2) Is the plan required to provide a Schedule of Active Participant Data? (See instructions).	☒ Yes ☐ No	
(3) Is the plan required to provide a projection of employer contributions and withdrawal liability payments? (See instructions) If "Yes," attach a schedule.	☒ Yes ☐ No	
c Are any of the plan's amortization bases operating under an extension of time under section 412(e) (as in effect prior to 2008) or section 431(d) of the Code?	☐ Yes ☒ No	
d If line c is "Yes," provide the following additional information:		
(1) Was an extension granted automatic approval under section 431(d)(1) of the Code?	☐ Yes ☐ No	
(2) If line 8d(1) is "Yes," enter the number of years by which the amortization period was extended..	8d(2)	
(3) Was an extension approved by the Internal Revenue Service under section 412(e) (as in effect prior to 2008) or 431(d)(2) of the Code?	☐ Yes ☐ No	
(4) If line 8d(3) is "Yes," enter number of years by which the amortization period was extended (not including the number of years in line (2)).....	8d(4)	
(5) If line 8d(3) is "Yes," enter the date of the ruling letter approving the extension	8d(5)	
(6) If line 8d(3) is "Yes," is the amortization base eligible for amortization using interest rates applicable under section 6621(b) of the Code for years beginning after 2007?	☐ Yes ☐ No	

e If box 5h is checked or line 8c is "Yes," enter the difference between the minimum required contribution for the year and the minimum that would have been required without using the shortfall method or extending the amortization base(s)

8e**9** Funding standard account statement for this plan year:**Charges to funding standard account:**

a Prior year funding deficiency, if any

9a

27,291,832

b Employer's normal cost for plan year as of valuation date

9b

2,727,479

c Amortization charges as of valuation date:

Outstanding balance

(1) All bases except funding waivers and certain bases for which the amortization period has been extended

9c(1)

202,490,064

25,083,713

(2) Funding waivers

9c(2)

0

0

(3) Certain bases for which the amortization period has been extended

9c(3)

0

0

d Interest as applicable on lines 9a, 9b, and 9c

9d

3,719,454

e Total charges. Add lines 9a through 9d

9e

58,822,478

Credits to funding standard account:

f Prior year credit balance, if any

9f

g Employer contributions. Total from column (b) of line 3

9g

20,882,087

Outstanding balance

h Amortization credits as of valuation date

9h

112,936,173

19,807,212

i Interest as applicable to end of plan year on lines 9f, 9g, and 9h

9i

2,041,757

j Full funding limitation (FFL) and credits:

(1) ERISA FFL (accrued liability FFL)

9j(1)

144,685,024

(2) "RPA '94" override (90% current liability FFL)

9j(2)

377,604,937

(3) FFL credit

9j(3)

0

k (1) Waived funding deficiency

9k(1)

0

(2) Other credits

9k(2)

0

l Total credits. Add lines 9f through 9i, 9j(3), 9k(1), and 9k(2)

9l

42,731,056

m Credit balance: If line 9l is greater than line 9e, enter the difference

9m

n Funding deficiency: If line 9e is greater than line 9l, enter the difference

9n

16,091,422

o Current year's accumulated reconciliation account:

(1) Due to waived funding deficiency accumulated prior to the current plan year

9o(1)

0

(2) Due to amortization bases extended and amortized using the interest rate under section 6621(b) of the Code:

(a) Reconciliation outstanding balance as of valuation date

9o(2)(a)

0

(b) Reconciliation amount (line 9c(3) balance minus line 9o(2)(a))

9o(2)(b)

0

(3) Total as of valuation date

9o(3)

0

10 Contribution necessary to avoid an accumulated funding deficiency. (see instructions.)

10

16,091,422

11 Has a change been made in the actuarial assumptions for the current plan year? If "Yes," see instructions

☒ Yes ☐ No



180 Howard Street, Suite 1100
San Francisco, CA 94105-6147
segalco.com T:415.263.8200

March 31, 2023

Internal Revenue Service
Employee Plans Compliance Unit
Group 7602 (TEGE:EP:EPCU)
230 S. Dearborn Street
Room 1700 - 17th Floor
Chicago, IL 60604

To Whom It May Concern:

As required by ERISA Section 305 and the Internal Revenue Code (IRC) Section 432, we have completed the actuarial status certification as of January 1, 2023 for the following plan:

Name of Plan:	Resilient Floor Covering Pension Fund
Plan number:	EIN 94-6284017 / PN 001
Plan sponsor:	Board of Trustees, Resilient Floor Covering Pension Fund
Address:	4160 Dublin Boulevard, Suite 400, Dublin, CA 94568
Phone number:	925.833.4323

As of January 1, 2023, the Plan is in critical status but not critical and declining status.

This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its Rehabilitation Plan, based on the annual standards of the Rehabilitation Plan.



If you have any questions on the attached certification, you may contact me at the following:

Segal
180 Howard Street, Suite 1100
San Francisco, CA 94105-6147
Phone number: 415.263.8200

Sincerely,

A handwritten signature in black ink that reads "Paul C. Poon". The signature is written in a cursive, flowing style.

Paul C. Poon ASA, MAAA
Vice President & Actuary
Enrolled Actuary No. 20-06069

Actuarial Status Certification as of January 1, 2023 under IRC Section 432
March 31, 2023

Illustration Supporting Actuarial Certification of Status (Schedule MB, line 4b)

This is to certify that Segal has prepared an actuarial status certification under Internal Revenue Code Section 432 for the Resilient Floor Covering Pension Fund as of January 1, 2023 in accordance with generally accepted actuarial principles and practices. It has been prepared at the request of the Board of Trustees to assist in administering the Fund and meeting filing and compliance requirements under federal law. This certification may not otherwise be copied or reproduced in any form without the consent of the Board of Trustees and may only be provided to other parties in its entirety.

The measurements shown in this actuarial certification may not be applicable for other purposes. Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements; differences in statutory interpretation and changes in plan provisions or applicable law.

This certification is based on the January 1, 2022 actuarial valuation, dated November 1, 2022. This certification reflects the changes in the law made by the Multiemployer Pension Reform Act of 2014 (MPRA) and the American Rescue Plan Act of 2021 (ARPA). Additional assumptions required for the projections (including those under MPRA and ARPA), and sources of financial information used are summarized in Exhibit 6.

Segal does not practice law and, therefore, cannot and does not provide legal advice. Any statutory interpretation on which this certification is based reflects Segal's understanding as an actuarial firm.

This certification was based on the assumption that the Plan was qualified as a multiemployer plan for the year.

I am a member of the American Academy of Actuaries and I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein. To the best of my knowledge, the information supplied in this actuarial certification is complete and accurate. In my opinion, the projections are based on reasonable actuarial estimates, assumptions and methods that offer my best estimate of anticipated experience under the Plan. Furthermore, as required by IRC Section 432(b)(3)(B)(iii), the projected industry activity takes into account information provided by the plan sponsor.

Paul C. Poon

Paul C. Poon, ASA, MAAA

EA# 20-06069

Title Vice President & Actuary

Certificate Contents

Exhibit 1	Status Determination as of January 1, 2023
Exhibit 2	Summary of Actuarial Valuation Projections
Exhibit 3	Funding Standard Account Projections
Exhibit 4	Funding Standard Account — Projected Bases Assumed Established After January 1, 2022
Exhibit 5	Solvency Projection
Exhibit 6	Actuarial Assumptions and Methodology
Exhibit 7	Documentation Regarding Progress Under Rehabilitation Plan

Actuarial Status Certification under IRC Section 432

Exhibit 1: Status Determination as of January 1, 2023

Status	Condition	Component Result	Final Result
Critical Status:			
	1. Initial critical status tests:		
	C1. A funding deficiency is projected in four years?	Yes	Yes
	C2. a. A funding deficiency is projected in five years,	Yes	
	b. and the present value of vested benefits for non-actives is more than present value of vested benefits for actives,	Yes	
	c. and the normal cost plus interest on unfunded actuarial accrued liability (unit credit basis) is greater than contributions for current year?	No	No
	C3. a. A funding deficiency is projected in five years,	Yes	
	b. and the funded percentage is less than 65%?	No	No
	C4. a. The funded percentage is less than 65%,	No	
	b. and the present value of assets plus contributions is less than the present value of benefit payments and administrative expenses over seven years?	N/A	No
	C5. The present value of assets plus contributions is less than the present value of benefit payments and administrative expenses over five years?	No	No
	2. Emergence test:		
	C6 a. Was in critical status for the immediately preceding plan year,	Yes	
	b. and either a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extension of amortization periods under ERISA Section 304(d)(2) or ERISA Section 304 as in effect prior to PPA'06,	Yes	
	c. or insolvency is projected for the current year or any of the 30 succeeding plan years?	No	
	Plan did NOT emerge?		Yes

Status	Condition	Component Result	Final Result
	3. Special emergence test:		
	C7. a. The trustees have elected an automatic amortization extension under 431(d),	No	
	b. and either a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extension of amortization periods under ERISA Section 304(d)(1),	N/A	
	c. or insolvency is projected for the current year or any of the 30 succeeding plan years?	N/A	
	Plan did NOT emerge?		N/A
	4. Reentry into critical status after special emergence:		
	C8 a. The Plan emerged from critical status in any prior year under the special emergence rule,	No	
	b. and either a funding deficiency is projected for the plan year or any of the next nine plan years, without regard to the use of the shortfall method but taking into account any extensions of amortization periods under ERISA Section 304(d),	N/A	
	c. or insolvency is projected for the current year or any of the 30 succeeding plan years?	N/A	
	Plan reentered critical status?		N/A
	5. In Critical Status? (If C1-C6 or C8 is Yes, then Yes, unless C7 is No)		Yes
	If not in Critical Status, skip 6 and go to 7		
	6. Determination of critical and declining status:		
	C9. a. Any of (C1) through (C5) are Yes?	Yes	Yes
	b. and either Insolvency is projected within 15 years?	No	No
	c. or		
	1) The ratio of inactive to active is at least 2 to 1,	No	
	2) and insolvency is projected within 20 years?	N/A	No
	d. or		
	1) The funded percentage is less than 80%,	No	
	2) and insolvency is projected within 20 years?	N/A	No
	In Critical and Declining Status?		No

Status	Condition	Component Result	Final Result
	7. Determination whether plan is projected to be in critical status in any of the succeeding five plan years:		
	C10. a. Is not in critical status,	No	
	b. and is projected to be in critical status in any of the next five years?	N/A	N/A
	8. In Critical Status in any of the five succeeding plan years?		N/A
Endangered Status:			
	E1. a. Is not in critical status,	No	
	b. and the funded percentage is less than 80%?	N/A	No
	E2. a. Is not in critical status,	No	
	b. and a funding deficiency is projected in seven years?	N/A	No
	In Endangered Status? (Yes when either (E1) or (E2) is Yes)		No
	In Seriously Endangered Status? (Yes when BOTH (E1) and (E2) are Yes)		No
Neither Critical Status Nor Endangered Status:			
	Neither Critical nor Endangered Status?		No

This certification also notifies the IRS that the Plan is making the scheduled progress in meeting the requirements of its Rehabilitation Plan, based on the annual standards of the Rehabilitation Plan.

Exhibit 2: Summary of Actuarial Valuation Projections

The actuarial factors as of January 1, 2023 (based on projections from the January 1, 2022 valuation certificate):

1. Financial Information			
a.	Market value of assets		\$403,652,425
b.	Actuarial value of assets		416,815,546
c.	Reasonably anticipated contributions		
1)	Upcoming year		20,412,000
2)	Present value for the next five years		87,100,109
3)	Present value for the next seven years		114,716,786
d.	Projected benefit payments		40,473,571
e.	Projected administrative expenses (beginning of year)		1,193,244
2. Liabilities			
a.	Present value of vested benefits for active participants		65,786,314
b.	Present value of vested benefits for non-active participants		437,929,605
c.	Total unit credit accrued liability		516,621,368
d.	Present value of payments	Benefit Payments	Administrative Expenses
1)	Next five years	\$174,200,655	\$5,561,514
2)	Next seven years	230,326,517	7,522,208
e.	Unit credit normal cost plus expenses		3,888,955
f.	Ratio of inactive participants to active participants		1.96
3. Funded Percentage (1.b)/(2.c)			80.6%
4. Funding Standard Account			
a.	Credit Balance as of the end of prior year		(\$27,636,615)
b.	Years to projected funding deficiency		1
5. Projected Year of Emergence			2025
6. Years to Projected Insolvency			N/A
7. Year Projected to be in Critical Status (based on test C10. in Exhibit 1), if within next five years			N/A

Exhibit 3: Funding Standard Account Projections

The table below presents the Funding Standard Account Projections for the Plan Years beginning January 1.

	Year Beginning January 1,					
	2022	2023	2024	2025	2026	2027
1. Credit balance (BOY)	(\$37,221,892)	(\$27,636,615)	(\$16,796,079)	(\$4,055,471)	\$9,592,825	\$18,794,409
2. Interest on (1)	(2,512,478)	(1,865,472)	(1,133,735)	(273,744)	647,516	1,268,623
3. Normal cost	1,593,060	1,599,899	1,603,899	1,607,909	1,611,929	1,615,959
4. Administrative expenses	1,158,489	1,193,244	1,229,041	1,265,912	1,303,889	1,343,006
5. Net amortization charges	5,380,353	5,070,930	3,936,673	3,851,111	8,837,659	12,663,505
6. Interest on (3), (4) and (5)	548,903	530,825	456,949	453,933	793,360	1,054,517
7. Expected contributions	20,100,179	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000
8. Interest on (7)	678,381	688,905	688,905	688,905	688,905	688,905
9. Full-funding limit credit	0	0	0	0	0	0
10. Credit balance (EOY): (1) + (2) – (3) – (4) – (5) – (6) + (7) + (8) + (9)	(\$27,636,615)	(\$16,796,079)	(\$4,055,471)	\$9,592,825	\$18,794,409	\$24,486,949

	2028	2029	2030	2031	2032
1. Credit balance (BOY)	\$24,486,949	\$28,042,629	\$30,764,083	\$34,747,434	\$40,207,228
2. Interest on (1)	1,652,869	1,892,877	2,076,576	2,345,452	2,713,988
3. Normal cost	1,619,999	1,624,049	1,628,109	1,632,179	1,636,259
4. Administrative expenses	1,383,296	1,424,795	1,467,539	1,511,565	1,556,912
5. Net amortization charges	14,980,868	15,941,627	14,884,802	13,705,495	11,783,586
6. Interest on (3), (4) and (5)	1,213,931	1,281,857	1,213,680	1,137,324	1,010,931
7. Expected contributions	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000
8. Interest on (7)	688,905	688,905	688,905	688,905	688,905
9. Full-funding limit credit	0	0	0	0	0
10. Credit balance (EOY): (1) + (2) – (3) – (4) – (5) – (6) + (7) + (8) + (9)	\$28,042,629	\$30,764,083	\$34,747,434	\$40,207,228	\$48,034,433

Exhibit 4: Funding Standard Account — Projected Bases Assumed Established after January 1, 2022
Schedule of Funding Standard Account Bases

Type of Base	Date Established	Base Established	Amortization Period	Amortization Payment
Experience (Gain)/Loss	1/1/2023	(\$3,056,487)	15	(\$309,420)
Experience (Gain)/Loss	1/1/2024	(5,546,119)	15	(561,456)
Experience (Gain)/Loss	1/1/2025	2,572,792	15	260,454
Experience (Gain)/Loss	1/1/2026	6,753,655	15	683,699
Experience (Gain)/Loss	1/1/2027	13,698,829	15	1,386,787

Exhibit 5: Solvency Projections

The table below presents the projected Market Value of Assets for the Plan Years beginning January 1, 2022 through 2052.

	Year Beginning January 1,							
	2022	2023	2024	2025	2026	2027	2028	2029
1. Market Value at beginning of year	\$457,842,823	\$403,652,425	\$408,886,527	\$414,295,632	\$419,795,391	\$425,395,343	\$431,108,270	\$436,974,807
2. Contributions	20,100,179	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000
3. Withdrawal liability payments	0	0	0	0	0	0	0	0
4. Benefit payments	39,267,423	40,473,571	40,609,083	40,836,508	41,059,483	41,275,458	41,458,291	41,510,762
5. Administrative expenses	1,084,371	1,236,000	1,273,080	1,311,272	1,350,610	1,391,128	1,432,862	1,475,848
6. Interest earnings	(33,938,783)	26,531,673	26,879,268	27,235,539	27,598,045	27,967,513	28,345,690	28,738,596
7. Market Value at end of year: (1)+(2)+(3)-(4)-(5)+(6)	\$403,652,425	\$408,886,527	\$414,295,632	\$419,795,391	\$425,395,343	\$431,108,270	\$436,974,807	\$443,138,793
8. Available resources: (1)+(2)+(3)-(5)+(6)	\$442,919,848	\$449,360,098	\$454,904,715	\$460,631,899	\$466,454,826	\$472,383,728	\$478,433,098	\$484,649,555

	Year Beginning January 1,							
	2030	2031	2032	2033	2034	2035	2036	2037
1. Market Value at beginning of year	\$443,138,793	\$449,756,573	\$456,835,094	\$464,474,398	\$472,823,813	\$482,116,310	\$492,430,623	\$503,804,772
2. Contributions	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000
3. Withdrawal liability payments	0	0	0	0	0	0	0	0
4. Benefit payments	41,430,129	41,371,083	41,243,982	41,007,640	40,590,855	40,157,995	39,753,542	39,133,153
5. Administrative expenses	1,520,123	1,565,727	1,612,699	1,661,080	1,710,912	1,762,239	1,815,106	1,869,559
6. Interest earnings	29,156,032	29,603,331	30,083,985	30,606,135	31,182,264	31,822,547	32,530,797	33,317,826
7. Market Value at end of year: (1)+(2)+(3)-(4)-(5)+(6)	\$449,756,573	\$456,835,094	\$464,474,398	\$472,823,813	\$482,116,310	\$492,430,623	\$503,804,772	\$516,531,886
8. Available resources: (1)+(2)+(3)-(5)+(6)	\$491,186,702	\$498,206,177	\$505,718,380	\$513,831,453	\$522,707,165	\$532,588,618	\$543,558,314	\$555,665,039

	Year Beginning January 1,							
	2038	2039	2040	2041	2042	2043	2044	2045
1. Market Value at beginning of year	\$516,531,886	\$530,628,385	\$546,267,003	\$563,724,179	\$583,087,306	\$604,598,755	\$628,408,746	\$654,684,476
2. Contributions	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000
3. Withdrawal liability payments	0	0	0	0	0	0	0	0
4. Benefit payments	38,583,594	37,954,679	37,157,318	36,392,381	35,515,605	34,631,903	33,734,604	32,738,384
5. Administrative expenses	1,925,646	1,983,415	2,042,917	2,104,205	2,167,331	2,232,351	2,299,322	2,368,302
6. Interest earnings	34,193,739	35,164,712	36,245,411	37,447,713	38,782,385	40,262,245	41,897,656	43,702,781
7. Market Value at end of year: (1)+(2)+(3)-(4)-(5)+(6)	\$530,628,385	\$546,267,003	\$563,724,179	\$583,087,306	\$604,598,755	\$628,408,746	\$654,684,476	\$683,692,571
8. Available resources: (1)+(2)+(3)-(5)+(6)	\$569,211,979	\$584,221,682	\$600,881,497	\$619,479,687	\$640,114,360	\$663,040,649	\$688,419,080	\$716,430,955

	2046	2047	2048	2049	2050	2051	2052
1. Market Value at beginning of year	\$683,692,571	\$715,715,838	\$750,902,629	\$789,504,208	\$831,811,383	\$878,010,737	\$928,335,517
2. Contributions	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000	20,412,000
3. Withdrawal liability payments	0	0	0	0	0	0	0
4. Benefit payments	31,644,941	30,602,744	29,521,863	28,380,388	27,298,061	26,241,855	25,125,455
5. Administrative expenses	2,439,351	2,512,532	2,587,908	2,665,545	2,745,511	2,827,876	2,912,712
6. Interest earnings	45,695,559	47,890,067	50,299,350	52,941,108	55,830,926	58,982,511	62,414,519
7. Market Value at end of year: (1)+(2)+(3)-(4)-(5)+(6)	\$715,715,838	\$750,902,629	\$789,504,208	\$831,811,383	\$878,010,737	\$928,335,517	\$983,123,863
8. Available resources: (1)+(2)+(3)-(5)+(6)	\$747,360,779	\$781,505,373	\$819,026,071	\$860,191,771	\$905,308,798	\$954,577,372	\$1,008,249,324

Note: the projected benefit payments shown above are based on a closed group, i.e., not reflecting new participants entering the plan. If such new entrants were reflected, in our judgment, this would not change the conclusion that the plan is projected to remain solvent through 2052 under the assumptions used. This projection is not intended to be used for any purpose other than this certification.

Exhibit 6: Actuarial Assumptions and Methodology

The actuarial assumptions and plan of benefits are as used in the January 1, 2022 actuarial valuation certificate, dated November 1, 2022, except as specifically described below. We also assumed that experience would emerge as projected, except as described below. The calculations are based on a current understanding of the requirements of ERISA Section 305 and IRC Section 432.

Asset Information:	The financial information as of December 31, 2022 was based on an unaudited financial statement provided by the Fund Administrator. For projections after January 1, 2023, the assumed administrative expenses were increased by 3% per year and the benefit payments were projected based on the January 1, 2022 actuarial valuation. The projected net investment return was assumed to be 6.75% of the average market value of assets for the 2023–2052 Plan Years. Any resulting investment gains or losses due to the operation of the asset valuation method are amortized over 15 years in the Funding Standard Account.
Projected Industry Activity:	The projected industry activity assumption takes into account information provided by the plan sponsor as required by Internal Revenue Code Section 432, historical and current contribution levels and projections in employment levels, and professional judgement. Based on this information, the overall number of contributory hours each year is projected to be 2.1 million for 2023 and later.
Future Normal Costs:	Based on the assumed industry activity and the assumption that replacement employees will have the same entry age as employees leaving the work force, the Entry Age Normal Cost method used in the valuation results in level Normal Costs per active. Therefore, we have assumed that the normal cost in future years will be the same as in the 2022 plan year, with adjustment for the projected industry activity described above, increased by 0.25% each year to reflect future mortality improvements.

Segal valuation results are based on proprietary actuarial modeling software. The actuarial valuation models generate a comprehensive set of liability and cost calculations that are prepared to meet regulatory, legislative and client requirements. Deterministic cost projections are based on a proprietary forecasting model. Our Actuarial Technology and Systems unit, comprised of both actuaries and programmers, is responsible for the initial development and maintenance of these models. The models have a modular structure that allows for a high degree of accuracy, flexibility and user control. The client team programs the assumptions and the plan provisions, validates the models, and reviews test lives and results, under the supervision of the Enrolled Actuary.

Exhibit 7: Documentation Regarding Progress Under Rehabilitation Plan

Based on the Rehabilitation Plan in effect as of December 31, 2022, the applicable standard for January 1, 2023 is that the Fund's projected date of emergence from critical status will not occur later than January 1, 2029.

Using the plan provisions, assumptions/methods, and contribution levels that form the basis of this certification, the Funding Standard Account Projections show a projected emergence date of January 1, 2025, and therefore demonstrates that this standard is met.

5759998v2/00682.021

Resilient Floor Covering Pension Fund

EIN 94-6284071

Plan No. 001

Plan Year Ended December 31st, 2023

Form 5500, Schedule H, Part III

Financial Statements used to formulate IQPA's opinion

The entire report has been attached to the Accountant's Opinion

Resilient Floor Covering Pension Fund

EIN 94-6284071

Plan No. 001

Plan Year Ended December 31st, 2023

**Form 5500, Schedule H, Part IV, Line 4i
Schedule of Assets (Held at Year End)**

See attachment to the Accountant's Audit Report attached at Accountant's Opinion

Resilient Floor Covering Pension Fund

EIN 94-6284071

Plan No. 001

Plan Year Ended December 31st, 2023

Form 5500, Schedule H, Part IV, Line 4j
Schedule of Reportable Transactions

See attachment to the Accountant's Audit Report attached at Accountant's Opinion

**Attachment to 2023 Schedule MB (Form 5500) for
Resilient Floor Covering Pension Fund
(EIN 94-6284071 / PN 001)**

FOOTNOTES TO SCHEDULE MB

Line 3 All contributions are paid periodically throughout the year pursuant to collective bargaining agreements. This amount was based on the draft plan audit and includes \$442,046 in withdrawal liability payments.

The valuation was based on the assumption that the plan was qualified for the year and on information supplied by the auditor with respect to contributions and assets and by the Fund Administrator with respect to the data required on employees and pensioners.

Section 3: Certificate of Actuarial Valuation

Exhibit L: Summary of Plan Provisions

(Schedule MB, Line 6)

This exhibit summarizes the major provisions of the Plan included in the valuation. It is not intended to be, nor should it be interpreted as, a complete statement of all plan provisions.

Plan Year	January 1 through December 31
Pension Credit Year	January 1 through December 31
Plan Status	Ongoing plan
Regular Pension	• <i>Age Requirement:</i> 60 • <i>Service Requirement:</i> Five years of Credited Service or attainment of Normal Retirement Age • <i>Amount:</i> The monthly pension amount is the sum of: a. \$25.00 for each Non-Contributory Benefit Unit b. \$90.00 for each Benefit Unit earned prior to the January 1 following the date when the Contribution Rate becomes more than \$1.00 per hour c. 5.25% of the contributions made on the participant's behalf from the January 1 following the date when the Contribution Rate became more than \$1.00 per hour to December 31, 2002 d. 4.20% of the contributions received from January 1, 2003 through March 31, 2003 e. 1.50% of the contributions received from April 1, 2003 through August 31, 2005

Section 3: Certificate of Actuarial Valuation

- f. 1.00% of the contributions credited for benefit accrual purposes on and after September 1, 2005. The following schedule shows the contributions allocated for deficit reduction purposes only, and do not count towards benefit accruals:

September 1, 2005 through August 31, 2006:	\$0.70 per hour for journeymen and 13.47% of contributions for all others.
September 1, 2006 through August 31, 2007:	\$1.40 per hour for journeymen and 27% of contributions for all others.
September 1, 2007 and forward:	\$2.10 per hour for journeymen and 40% of contributions for all others.

In addition, contributions called for as part of the Rehabilitation Plan schedules are not counted towards benefit accruals.

- The Regular Pension amount is reduced for retirement prior to Normal Retirement Age using the plan's actuarial equivalence basis.

Service Pension

- *Age and Service Requirement:*
 - At any age with 60,000 hours of Credited Service, or
 - At age 55 with 54,000 hours of Credited Service, or
 - At age 62 with 45,000 hours of Credited Service
- *Amount:* Regular pension accrued, unreduced for retirement prior to Normal Retirement Age.

Early Retirement Pension

- *Age Requirement:* 55
- *Service Requirement:* 10 years of Credited Service
- *Amount:* Regular Pension amount, reduced for retirement prior to Normal Retirement Age using the plan's actuarial equivalence basis.

Deferred Vested Pension

- *Age Requirement:* None
- *Service Requirement:* 5 years of Credit Service
- *Amount:* Regular or Early Retirement Pension accrued, reduced for retirement prior to Normal Retirement Age using the plan's actuarial equivalent basis.
- *Normal Retirement Age:* 65, or upon completion of fifth anniversary of participation, if later.

Partial Pension

- *Age Requirement:* 60
- *Service Requirement:* At least 10 years of Combined Credited Service under this Plan and Related Pension Plans (with at least one year of Contributory Service under this Plan).
- *Amount:* Regular Pension amount accrued under this plan only, reduced for retirement prior to Normal Retirement Age using plan's actuarial equivalent basis.

Section 3: Certificate of Actuarial Valuation

Spouse's Benefit	• <i>Age Requirement:</i> None • <i>Service Requirement:</i> 5 years of Credited Service • <i>Amount:</i> 50% of the benefit the participant would have received had the participant retired the day before death and elected the 50% joint and survivor option. If death occurs before age 55 and before Service Pension eligibility, payments are determined at the time the participant would have attained that age. The benefits may be deferred until that time or paid earlier on an actuarial equivalent basis.
Post-Retirement Death Benefit	<i>Husband and Wife:</i> If married, pension benefits are paid in the form of a 50% joint and survivor annuity unless this form is rejected by the participant and spouse. If not rejected, the benefit amount otherwise payable is reduced to reflect the joint and survivor coverage. If rejected, or if not married, benefits are payable for the life of the employee or in any other available optional form elected by the participant in an actuarially equivalent amount.
Optional Forms of Benefits	• Life Annuity • 50% Joint and Survivor Annuity • 75% Joint and Survivor Annuity • 100% Joint and Survivor Annuity
Participation	January 1 or July 1 after 500 hours of service in a twelve-month consecutive period.
Credited Service	Commencing January 1, 1976, a participant who works at least 500 hours in a Calendar Year received $\frac{1}{4}$ year of Credited Service for each 250 hours of work up to a maximum of one year for 1,000 hours or more.
Schedule of Contribution Rates	As of January 1, 2023, the hourly contribution rate ranged from \$4.57 to \$11.42 with \$11.42 being the most common rate and \$9.77 being the average rate.
Changes in Plan Provisions	There were no changes in plan provisions reflected in this actuarial valuation.

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A This return/report is for:	☒ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
	☐ a single-employer plan ☐ a DFE (specify) _____
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.	☒
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program
	☐ special extension (enter description) _____
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II	Basic Plan Information—enter all requested information
1a Name of plan RESILIENT FLOOR COVERING PENSION FUND	1b Three-digit plan number (PN) ▶ 001
	1c Effective date of plan 07/31/1958
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) BOT OF RESILIENT FLOOR COVERING PENSION FUND HSBA 4160 DUBLIN BLVD, SUITE 400 DUBLIN CA 94568-7756	2b Employer Identification Number (EIN) 94-6284071
	2c Plan Sponsor's telephone number (800) 782-0010
	2d Business code (see instructions) 238300

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	<i>Robert A Williams III</i>	10/14/2024	Robert Williams III
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	<i>Thomas R Cuddie</i>	10/14/2024	Tom Cuddie
	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

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

Form 5500 (2023)
v. 230728

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 4,060
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	 6a(1) 1,323 6a(2) 1,331 6b 1,224 6c 973 6d 3,528 6e 366 6f 3,894 6g(1) 6g(2) 6h
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7 241

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

1A 1B

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

RESILIENT FLOOR COVERING PENSION FUND

2017 Updated Rehabilitation Plan

February 16, 2018

Introduction

The Pension Protection Act of 2006 (“PPA”), as amended by the Worker, Retiree, and Employer Recovery Act of 2008 (“WRERA”), requires the Trustees of a multiemployer pension plan that has been certified by the plan’s actuary as being in critical status to develop a Rehabilitation Plan that is intended to enable the plan to cease to be in critical status by the end of the plan’s rehabilitation period. The Rehabilitation Plan must be based on reasonably anticipated experience and on reasonable actuarial assumptions. On March 31, 2010, the Resilient Floor Covering Pension Fund (“Plan”) was certified by its actuary to be in critical status for the Plan year beginning January 1, 2010. It has remained in critical status each year up to and including January 1, 2017.

This Rehabilitation Plan:

1. Specifies the rehabilitation period and the expected emergence date;
2. Explains why the Trustees concluded that there are no reasonable measures that would enable the Fund to emerge from critical status by the end of the rehabilitation period;
3. Includes schedules (Alternative Schedules) of benefit and contribution changes that were and/or will be provided to the bargaining parties, which must be implemented as part of future collective bargaining agreements between local unions and contributing employers entered into or renewed after February 10, 2017;
4. Provides annual standards for meeting the requirements of the Rehabilitation Plan and describes how the Rehabilitation Plan will be updated from time to time; and
5. Describes how the prior Schedule (as updated) will be automatically implemented if there is no agreement between the bargaining parties in a timely manner.

Rehabilitation Period and Expected Emergence Date

Pursuant to the Employee Retirement Income Security Act (“ERISA”), specifically ERISA §305(e)(4)(A)(ii), and based on information about the expiration of the then current collective bargaining agreements, the Trustees originally determined that the rehabilitation period would begin January 1, 2012 and have a duration of ten years. The Rehabilitation Plan, as originally adopted and maintained, was intended to cause the plan to emerge from critical status by the end of the ten-year period, i.e., by January 1, 2022. However, the Trustees recognize that ERISA also specifically provides for a pension plan to emerge from critical status later than the end of the rehabilitation period, if possible, or to forestall insolvency if the plan cannot reasonably be expected to emerge by the end of the period, or at all, as determined by the Trustees. For the reasons set forth below, the Trustees determined in February 2017 that, based on reasonable actuarial assumptions and upon exhaustion of all reasonable measures, the plan could not reasonably be expected to emerge from critical status by January 1, 2022. Instead the Trustees updated the Rehabilitation Plan with reasonable measures such that, under reasonable assumptions, the Plan was projected to emerge from critical status two years later, i.e., by January 1, 2024.

Delayed Emergence from Critical Status

The Board of Trustees considered several actions and alternatives that would enable the Fund to emerge from critical status either by the end of the rehabilitation period or as soon as reasonably possible after the period. Based on input from the Fund’s actuary, the Trustees have determined that the remedies necessary to emerge from critical status by the end of the rehabilitation period (January 1, 2022) were unreasonable measures that would be untenable or counterproductive and adverse to the Fund and Fund participants. The remedies and alternatives reviewed pursuant to Code Sec. 432(e)(3)(A)(ii) and considered by the Trustees included the following:

1. **Increase in contributions:** Prior to this update, the Rehabilitation Plan required by January 1, 2020, supplemental rate increases of \$3.88 under Alternative Schedules #4 and #5, and \$4.12 under Alternative Schedules #4a and #5a. The Trustees have concluded that requiring increases beyond this level would be detrimental to the Fund, due to i) employers becoming less competitive which would ultimately lead to less work for union members and correspondingly fewer hours contributed to the Plan, and ii) migration of members to non-union jobs to avoid the high contribution rate, most of which is uncredited toward benefits under the Plan, and which will increase the net reduction in hours and dollars contributed to the Plan.
2. **Cutbacks in plan benefits:** After reviewing the current plan of benefits and changes already made thereto pursuant to the Rehabilitation Plan, the Trustees determined that the only benefit provisions remaining from which significant savings could be extracted are the Service Pension. The Trustees determined that the cutbacks made when the plan first entered critical status were, and still are, reasonable in that any further cuts would be detrimental to the plan if they result in reduced plan participation and fewer hours contributed in the future.

Although the plan was initially (2010) determined to be able to emerge from critical status by 2022 based on the benefit reductions described herein and supplemental increases of \$2.07 under Alternative Schedule #4 and \$2.25 under Alternative Schedule #4a, changes since that time have made this projected outcome no longer possible under the reasonable assumptions being used. In particular, revised actuarial assumptions for purposes of the annual funding valuations, which the Trustees believe are reasonable for purposes of developing the Rehabilitation Plan as well, have resulted in higher plan liabilities, largely due to longer projected lifespans for plan participants. In addition, due to a revised assessment of industry conditions the Trustees do not project covered hours of employment to be as high over the long term as they previously did, resulting in lower projected contribution income to the Fund.

Rehabilitation Plan Benefit Changes and Contribution Increases

Schedules

The two Alternative Schedules attached hereto contain revised benefits and supplemental contributions. The Alternative Schedules have the same benefit revisions and are identical to all the predecessor Alternative Schedules, with the exception that the Trustees, after receiving an approval by the Internal Revenue Service of a voluntary compliance statement, reinstated retroactively the 100% joint and survivor annuity. The revised benefits were effective on or after January 1, 2011. The Schedules differ in the timing and amounts of supplemental contributions.

Non-active Participants

➤ Retired Participants

- ◆ Generally Participants who retire prior to January 1, 2011 are not affected by this Rehabilitation Plan (i.e., no change in the benefits currently being paid).
- ◆ However, Participants who retire after April 30, 2010 and before January 1, 2011 will be subject to the following rules:
 - a) if a participant works in suspendible industry service after retirement before receiving 12 monthly pension benefit payments, upon the participant's retirement, the participant will be subject to all of the benefit reductions contained in the participant's applicable schedule the same as if he had retired on or after January 1, 2011; however,
 - b) if a participant works in suspendible industry service after retirement after the participant has received at least 12 monthly pension benefit payments, upon the participant's re-retirement, the participant will receive the same benefit that the participant was receiving prior to the participant's work in suspendible industry service for that period of service.

➤ Inactive Vested Participants

- ◆ Participants who terminate covered employment after their employer negotiates a new collective bargaining agreement consistent with this Rehabilitation Plan shall have their benefits determined based on such agreement.
- ◆ However, all other participants who terminated or will terminate covered employment but have vested rights to a pension shall have their benefits determined based on the provisions of the Alternative Schedules of the original rehabilitation plan adopted April 27, 2010, unless they retire prior to January 1, 2011.

Implementation of Benefit Changes

The benefits of participants who commenced receipt of benefits prior to January 1, 2011 are not subject to reduction upon imposition of any schedule under this Rehabilitation Plan, subject to the rules relating to the payment of benefits upon re-retirement set forth above.

Benefit reductions for all active participants become effective when their employer's collective bargaining agreement is revised to include terms consistent with this Rehabilitation Plan on or after April 30, 2010 – but no earlier than January 1, 2011, and no later than 180 days following the expiration date of the collective bargaining agreement in effect on January 1, 2010.

A participant who terminates employment with a contributing employer after that employer adopts or renews a collective bargaining agreement containing the terms of a schedule will have his benefits determined under that schedule. A participant who terminates employment after January 1, 2011 with a contributing employer prior to that employer's adoption of a collective bargaining agreement that contains the terms of a schedule will have his benefits determined under the schedule of the employer for whom he/she has worked the most hours in covered employment as determined by the Fund.

For a non-collectively bargained active participant that has had contributions made to the Plan under the terms of a subscription agreement, the effective date for compliance will be January 1, 2011.

Automatic Imposition of Prior Schedule, as Updated

If a collective bargaining agreement providing for contributions in accordance with a Schedule expires after one or more updated Schedules have been provided and the bargaining parties fail to adopt a contribution schedule consistent with the updated Rehabilitation Plan and any of its Schedules, then by 180 days after the expiration of such agreement, the Schedule applicable to the expired agreement, as updated and in effect on such expiration date, will be automatically imposed. For purposes of the automatic imposition of an updated Schedule 180 days after the date on which the collective bargaining agreement expires, a collective bargaining agreement that is extended past its original scheduled expiration date shall be considered to have expired on its scheduled expiration date.

Annual Standards for Meeting the Rehabilitation Requirements

Based on reasonable assumptions, the Plan is expected to emerge from critical status by January 1, 2024. However, the year of projected emergence can vary each year as actual experience differs from the assumptions. The Trustees recognize the possibility that actual experience could be less favorable than the reasonable assumptions used for the Rehabilitation Plan.

Consequently, the annual standard for measuring the Fund's scheduled progress under the Rehabilitation Plan, effective with scheduled progress certifications due 90 days after January 1, 2018, is for updated actuarial projections each year to show, based on reasonable assumptions, that under the Rehabilitation Plan (as amended from time to time) the Fund's projected date of emergence from critical status will not occur later than January 1, 2029.

Annual Updating of Rehabilitation Plan

Each year the Plan's actuary will review and certify the status of the Plan, in accordance with ERISA §305(b)(3), and will also certify as to whether, starting with the beginning of the rehabilitation period, the Plan is making the scheduled progress in meeting the requirements of the Rehabilitation Plan. If the Trustees determine that it is necessary in light of updated information, they will revise the Rehabilitation Plan and present updated schedules to the bargaining parties. Notwithstanding subsequent changes in benefit and contribution schedules, a schedule provided by the Trustees and relied upon by the bargaining parties in negotiating a collective bargaining agreement shall remain in effect for the duration of that collective bargaining agreement.

Other Issues

Since contracts are typically negotiated for less than a 10-year period, it is expected that future contract renewals will be consistent with the schedule or schedules of the Rehabilitation Plan.

In addition to the annual consideration of revisions to the schedules as described above, the Trustees may adjust these schedules, or add additional schedules as appropriate, at any time during the Rehabilitation Period. Subsequent changes in the schedules will not apply to collective bargaining agreements negotiated in reliance on a previous schedule, but will apply to successors to those agreements.

For non-collectively bargained active participants who have had contributions made to the Plan under a participation agreement, their benefit will be determined in the same way as for collectively bargained participants who work for the same employer. The Schedule adopted for collectively-bargained participants will also apply with respect to contributions due on the non-collectively-bargained participants working for the same employer.

ALTERNATIVE SCHEDULES

The following provisions are applicable to Alternative Schedules, which, differ in the timing and amounts of supplemental contributions.

Affected Participants

The changes described in this schedule apply to participants retiring or terminating employment who become covered by a new agreement conforming to the Alternative Schedules. Also benefits for deferred vested participants (i.e. participants who are not working in covered employment but who have a vested deferred benefit under the Fund) are payable in accordance with the provisions of the Alternative Schedules if the participant left covered employment before a different schedule was agreed to by his/her employer. In addition, benefits for participants who retire after January 1, 2011 and before a different schedule is agreed to by his/her employer are payable in accordance with the provision of the Alternative Schedules.

Participants Retiring After April 30, 2010 and Before January 1, 2011

Participants who retire after April 30, 2010 and before January 1, 2011 will be subject to the following rules:

- a) if a participant works in suspendible industry service after retirement before receiving 12 monthly pension benefit payments, upon the participant's re-retirement, the participant will be subject to all of the benefit reductions contained in the participant's applicable schedule the same as if he had retired on or after January 1, 2011; however,
- b) if a participant works in suspendible industry service after retirement after the participant has received at least 12 monthly pension benefit payments, upon the participant's re-retirement, the participant will receive the same benefit that the participant was receiving prior to the participant's work in suspendible industry service.

Benefit Changes Effective January 1, 2011

- The disability benefit is eliminated for any participants who are not in pay status as a disabled participant, regardless of the date of their Social Security Award;
- The Pre-Retirement Death Benefit and the Pre-Retirement Lump Sum Death Benefit are eliminated;
- Service Pensions will be payable with no early retirement reductions under any of the following provisions:
 - At any age with 60,000 hours of credited service;
 - At age 55 with 54,000 hours of credited service;
 - At age 62 with 45,000 hours of credited service.
- Early Retirement pensions will be payable under current Fund eligibility rules but at a full actuarial reduction that does not include any retirement-type subsidy;
- The Special Service Pension is eliminated;
- The 36-month guarantee period is eliminated with respect to benefits not in pay status; and
- All forms of payment are eliminated except for the Life Annuity, QJSA, 100% joint and survivor annuity, and QOSA.

Supplemental Contributions

Supplemental contributions are required under each of the Alternative Schedules as follows:

Alternative Schedule #4

Effective Date	Incremental Supplemental Contribution Rate⁽¹⁾⁽²⁾	Total Supplemental Contribution Rate⁽¹⁾⁽²⁾
July 1, 2011	\$0.23	\$0.23
July 1, 2012	\$0.23	\$0.46
July 1, 2013	\$0.23	\$0.69
July 1, 2014	\$0.23	\$0.92
July 1, 2015	\$0.74	\$1.66
July 1, 2016	\$0.74	\$2.40
July 1, 2017	\$0.74	\$3.14
July 1, 2018	\$0.74	\$3.88
July 1, 2019	\$0.00	\$3.88

Alternative Schedule #4a

Effective Date	Incremental Supplemental Contribution Rate⁽¹⁾⁽²⁾	Total Supplemental Contribution Rate⁽¹⁾⁽²⁾
January 1, 2012	\$0.25	\$0.25
January 1, 2013	\$0.25	\$0.50
January 1, 2014	\$0.25	\$0.75
January 1, 2015	\$0.25	\$1.00
January 1, 2016	\$0.78	\$1.78
January 1, 2017	\$0.78	\$2.56
January 1, 2018	\$0.78	\$3.34
January 1, 2019	\$0.78	\$4.12
January 1, 2020	\$0.00	\$4.12

- ⁽¹⁾ Supplemental contributions pursuant to these schedules shall be disregarded for purposes of determining participants' accrued benefits.
- ⁽²⁾ In addition to these supplemental contributions, the Plan calls for pre-Rehabilitation Plan off-benefit increases of \$2.10 for journeymen and 40% contributions for non-journeymen.

Supplemental Contributions (continued)

Supplemental contributions are required under each of the Alternative Schedules as follows:

Alternative Schedule #5

Effective Date	Incremental Supplemental Contribution Rate⁽¹⁾⁽²⁾	Total Supplemental Contribution Rate⁽¹⁾⁽²⁾
July 1, 2011	\$0.23	\$0.23
July 1, 2012	\$0.23	\$0.46
July 1, 2013	\$0.23	\$0.69
July 1, 2014	\$0.23	\$0.92
July 1, 2015	\$0.74	\$1.66
July 1, 2016	\$0.74	\$2.40
July 1, 2017	\$0.47	\$2.87
July 1, 2018	\$0.47	\$3.34
July 1, 2019	\$0.54	\$3.88

Alternative Schedule #5a

Effective Date	Incremental Supplemental Contribution Rate⁽¹⁾⁽²⁾	Total Supplemental Contribution Rate⁽¹⁾⁽²⁾
January 1, 2012	\$0.25	\$0.25
January 1, 2013	\$0.25	\$0.50
January 1, 2014	\$0.25	\$0.75
January 1, 2015	\$0.25	\$1.00
January 1, 2016	\$0.78	\$1.78
January 1, 2017	\$0.78	\$2.56
January 1, 2018	\$0.50	\$3.06
January 1, 2019	\$0.50	\$3.56
January 1, 2020	\$0.56	\$4.12

- (1) Supplemental contributions pursuant to these schedules shall be disregarded for purposes of determining participants' accrued benefits.
- (2) In addition to these supplemental contributions, the Plan calls for pre-Rehabilitation Plan off-benefit increases of \$2.10 for journeymen and 40% contributions for non-journeymen.