

Form 5500-SF

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

Short Form Annual Return/Report of Small Employee Benefit Plan

This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500-SF.**

OMB Nos. 1210-0110
1210-0089

2023

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

- A** This return/report is for: a single-employer plan a multiple-employer plan (not multiemployer) (Pension Plan filers checking this box must attach Schedule MEP. Other plans must attach a list of participating employer information in accordance with the form instructions.)
- B** This return/report is the first return/report the final return/report
 an amended return/report a short plan year return/report (less than 12 months)
- C** Check box if filing under: Form 5558 automatic extension DFVC program
 special extension (enter description)
- D** If the plan is a collectively-bargained plan, check here ▶
- E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here ▶

Part II Basic Plan Information—enter all requested information

| | | |
|---|--|---------------------|
| 1a Name of plan <u>LOW & BONAR INC SALARIED RETIREMENT PLAN</u> | 1b Three-digit plan number (PN) ▶ | <u>004</u> |
| | 1c Effective date of plan | <u>01/01/2004</u> |
| 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) <u>LOW & BONAR INC</u> <u>LOW & BONAR INC</u> <u>PO BOX 1057</u> <u>ENKA, NC 28728-1057</u> | 2b Employer Identification Number (EIN) | <u>20-0411022</u> |
| | 2c Sponsor's telephone number | <u>828-665-5061</u> |
| | 2d Business code (see instructions) | <u>313000</u> |
| 3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor. | 3b Administrator's EIN | |
| | 3c Administrator's telephone number | |
| 4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report. a Sponsor's name c Plan Name | 4b EIN | |
| | 4d PN | |
| 5a Total number of participants at the beginning of the plan year | 5a | <u>34</u> |
| b Total number of participants at the end of the plan year..... | 5b | <u>34</u> |
| c(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) | 5c(1) | |
| c(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | 5c(2) | |
| d(1) Total number of active participants at the beginning of the plan year..... | 5d(1) | <u>5</u> |
| d(2) Total number of active participants at the end of the plan year..... | 5d(2) | <u>5</u> |
| e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested..... | 5e | <u>0</u> |

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.
Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

| | | | |
|-----------|---|------------|--|
| SIGN HERE | Filed with authorized/valid electronic signature. | 10/16/2024 | REBECCA E. WATSON |
| | Signature of plan administrator | Date | Enter name of individual signing as plan administrator |
| SIGN HERE | Signature of employer/plan sponsor | Date | Enter name of individual signing as employer or plan sponsor |

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.)..... Yes No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.)..... Yes No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.**
- c** If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? Yes No Not determined
- If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 507022. (See instructions.)

| Part III Financial Information | | | |
|---|--------------|------------------------------|------------------------|
| 7 Plan Assets and Liabilities | | (a) Beginning of Year | (b) End of Year |
| a Total plan assets | 7a | 3714962 | 4206285 |
| b Total plan liabilities | 7b | 0 | 134648 |
| c Net plan assets (subtract line 7b from line 7a) | 7c | 3714962 | 4071637 |
| 8 Income, Expenses, and Transfers for this Plan Year | | (a) Amount | (b) Total |
| a Contributions received or receivable from: | | | |
| (1) Employers | 8a(1) | 0 | |
| (2) Participants..... | 8a(2) | 0 | |
| (3) Others (including rollovers) | 8a(3) | 0 | |
| b Other income (loss)..... | 8b | 684436 | |
| c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)..... | 8c | | 684436 |
| d Benefits paid (including direct rollovers and insurance premiums to provide benefits)..... | 8d | 327761 | |
| e Certain deemed and/or corrective distributions (see instructions) . | 8e | | |
| f Administrative service providers (salaries, fees, commissions) | 8f | | |
| g Other expenses | 8g | | |
| h Total expenses (add lines 8d, 8e, 8f, and 8g) | 8h | | 327761 |
| i Net income (loss) (subtract line 8h from line 8c)..... | 8i | | 356675 |
| j Transfers to (from) the plan (see instructions) | 8j | 0 | |

| Part IV Plan Characteristics | |
|-------------------------------------|---|
| 9a | If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions: 1A 1C 1I |
| b | If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions: |

| Part V Compliance Questions | | | | |
|---|------------|------------|-----------|---------------|
| 10 During the plan year: | | Yes | No | Amount |
| a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program) | 10a | | X | |
| b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)..... | 10b | | X | |
| c Was the plan covered by a fidelity bond? | 10c | X | | 500000 |
| d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | 10d | | X | |
| e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.)..... | 10e | | X | |
| f Has the plan failed to provide any benefit when due under the plan? | 10f | | X | |
| g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.) | 10g | | X | |
| h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | 10h | | | |
| i If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3..... | 10i | | | |

Part VI Pension Funding Compliance

11 Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and lines 11a and b below.) If this is a defined contribution pension plan, leave line 11 blank and complete line 12 below. [X] Yes [] No

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

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

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

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

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

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

b Enter the minimum required contribution for this plan year 12b

c Enter the amount contributed by the employer to the plan for this plan year 12c

d Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount) 12d

e Will the minimum funding amount reported on line 12d be met by the funding deadline? [] Yes [] No [] N/A

Part VII Plan Terminations and Transfers of Assets

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

a If "Yes," enter the amount of any plan assets that reverted to the employer this year..... 13a

b Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? [] Yes [X] No

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

Table with 3 columns: 13c(1) Name of plan(s), 13c(2) EIN(s), 13c(3) PN(s)

Part VIII IRS Compliance Questions

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

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

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

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

| | | |
|---|--|--|
| SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small> | Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF. | <small>OMB No. 1210-0110</small> 2023 This Form is Open to Public Inspection |
|---|--|--|

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

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

| | | |
|---|---|------------|
| A Name of plan <u>LOW & BONAR INC SALARIED RETIREMENT PLAN</u> | B Three-digit plan number (PN) ▶ | <u>004</u> |
| C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>LOW & BONAR INC</u> | D Employer Identification Number (EIN) <u>20-0411022</u> | |
| E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 | |

Part I Basic Information

| | | | | |
|---|----------------------------|---------------------------|--------------------------|--|
| 1 Enter the valuation date: | Month <u>01</u> | Day <u>01</u> | Year <u>2023</u> | |
| 2 Assets: | | | | |
| a Market value | 2a | <u>3714962</u> | | |
| b Actuarial value | 2b | <u>4086458</u> | | |
| 3 Funding target/participant count breakdown | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target | |
| a For retired participants and beneficiaries receiving payment | <u>21</u> | <u>3230443</u> | <u>3230443</u> | |
| b For terminated vested participants | <u>9</u> | <u>371515</u> | <u>371515</u> | |
| c For active participants | <u>5</u> | <u>94996</u> | <u>94996</u> | |
| d Total | <u>35</u> | <u>3696954</u> | <u>3696954</u> | |
| 4 If the plan is in at-risk status, check the box and complete lines (a) and (b) | <input type="checkbox"/> | | | |
| a Funding target disregarding prescribed at-risk assumptions | 4a | | | |
| b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | 4b | | | |
| 5 Effective interest rate | 5 | <u>5.09 %</u> | | |
| 6 Target normal cost | | | | |
| a Present value of current plan year accruals | 6a | <u>0</u> | | |
| b Expected plan-related expenses | 6b | <u>0</u> | | |
| c Target normal cost | 6c | <u>0</u> | | |

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

| | |
|---|--|
| SIGN HERE Signature of actuary <u>ANTHONY L. URDAHL</u> Type or print name of actuary <u>HILDI INC., A DIVISION OF USI C.G.</u> Firm name <u>8000 NORMAN CENTER DRIVE SUITE 400</u> <u>BLOOMINGTON, MN 55437</u> Address of the firm | <u>06/19/2024</u> Date <u>23-05312</u> Most recent enrollment number <u>952-934-5554</u> Telephone number (including area code) |
|---|--|

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

| Part II Beginning of Year Carryover and Prefunding Balances | | (a) Carryover balance | (b) Prefunding balance |
|--|--|-----------------------|------------------------|
| 7 | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) | 909 | 0 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) | 0 | 0 |
| 9 | Amount remaining (line 7 minus line 8) | 909 | 0 |
| 10 | Interest on line 9 using prior year's actual return of <u>-17.01</u> % | -155 | 0 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| a | Present value of excess contributions (line 38a from prior year) | | 35224 |
| b(1) | Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.26</u> % | | 1853 |
| b(2) | Interest on line 38b from prior year Schedule SB, using prior year's actual return | | 0 |
| c | Total available at beginning of current plan year to add to prefunding balance | | 37077 |
| d | Portion of (c) to be added to prefunding balance | | 0 |
| 12 | Other reductions in balances due to elections or deemed elections | 0 | 0 |
| 13 | Balance at beginning of current year (line 9 + line 10 + line 11d - line 12) | 754 | 0 |

| Part III Funding Percentages | | | |
|-------------------------------------|--|-----------|----------|
| 14 | Funding target attainment percentage | 14 | 110.51 % |
| 15 | Adjusted funding target attainment percentage | 15 | 110.53 % |
| 16 | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement | 16 | 118.84 % |
| 17 | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage | 17 | % |

| Part IV Contributions and Liquidity Shortfalls | | 18 Contributions made to the plan for the plan year by employer(s) and employees: | | | | | |
|---|--------------------------------|--|-----------------------|--------------------------------|------------------------------|---|--|
| (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees | (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| Totals ▶ | | | 18(b) | 0 | 18(c) | 0 | |

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

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

20 Quarterly contributions and liquidity shortfalls:

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

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

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

| Liquidity shortfall as of end of quarter of this plan year | | | |
|--|---------|---------|---------|
| (1) 1st | (2) 2nd | (3) 3rd | (4) 4th |
| | | | |

| | | | | |
|---|--|------------------------|------------------------|---|
| Part V Assumptions Used to Determine Funding Target and Target Normal Cost | | | | |
| 21 Discount rate: | | | | |
| a Segment rates: | 1st segment: 4.75 % | 2nd segment: 5.00 % | 3rd segment: 5.74 % | <input type="checkbox"/> N/A, full yield curve used |
| b Applicable month (enter code)..... | | | | 21b 4 |
| 22 Weighted average retirement age | | | | 22 65 |
| 23 Mortality table(s) (see instructions) | <input checked="" type="checkbox"/> Prescribed - combined <input type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute | | | |

| | | | | |
|---|--|--|--|-----------|
| Part VI Miscellaneous Items | | | | |
| 24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | | | |
| 25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | | | |
| 26 Demographic and benefit information | | | | |
| a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | | | | |
| b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | | | | |
| 27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment..... | | | | 27 |

| | | | | |
|---|--|--|--|-------------|
| Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years | | | | |
| 28 Unpaid minimum required contributions for all prior years | | | | 28 0 |
| 29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... | | | | 29 0 |
| 30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29) | | | | 30 0 |

| | | | | |
|--|---------------------|--------------------|---------------|--------------|
| Part VIII Minimum Required Contribution For Current Year | | | | |
| 31 Target normal cost and excess assets (see instructions): | | | | |
| a Target normal cost (line 6c)..... | | | | 31a 0 |
| b Excess assets, if applicable, but not greater than line 31a | | | | 31b 0 |
| 32 Amortization installments: | Outstanding Balance | | Installment | |
| a Net shortfall amortization installment | 0 | | 0 | |
| b Waiver amortization installment | | | | |
| 33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount | | | | 33 |
| 34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).... | | | | 34 0 |
| | Carryover balance | Prefunding balance | Total balance | |
| 35 Balances elected for use to offset funding requirement | 0 | 0 | 0 | |
| 36 Additional cash requirement (line 34 minus line 35)..... | | | | 36 0 |
| 37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)..... | | | | 37 0 |
| 38 Present value of excess contributions for current year (see instructions) | | | | |
| a Total (excess, if any, of line 37 over line 36) | | | | 38a 0 |
| b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances | | | | 38b 0 |
| 39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) | | | | 39 0 |
| 40 Unpaid minimum required contributions for all years | | | | 40 0 |

| | | | | |
|--|--|--|--|--|
| Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions) | | | | |
| 41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021 | | | | |

Attachment to 2023 Form 5500 Schedule SB
 Low & Bonar Inc. Salaried Retirement Plan
 EIN: 20-0411022 P/N: 004

Schedule SB, Part V – Statement of Actuarial Assumptions / Methods

| Summary of Methods | | | | |
|--|--|---------------------|-----------------------|--------|
| Valuation Date | January 1, 2023 | | | |
| Funding Method | Unit credit | | | |
| Market Assets | Trustee value plus prior year accrued contributions discounted at the plan's effective interest rate to the Valuation Date | | | |
| Actuarial Assets | 2-Year Smoothed Assets: Gains and losses during the prior 2 years are spread over 3 years (gains and losses are based on expected return versus actual return). Expected returns for the prior year and the 2 nd prior year are 5.00% and 5.00% respectively. Actuarial Assets may not be less than 90% or more than 110% of Market Assets. | | | |
| Segment Rate Basis | 24-month average with look back of 4 months | | | |
| Economic Assumptions | | | | |
| Segment Rates | | <u>ARPA</u> | <u>Non-Stabilized</u> | |
| | Segment 1: years 1-5 | 4.75% | 1.41% | |
| | Segment 2: years 5-20 | 5.00% | 3.09% | |
| | Segment 3: years 20+ | 5.74% | 3.58% | |
| Effective Interest Rate | 5.09% | | | |
| Low-Default-Risk Obligation Method (LDROM) Rates | The same as non-stabilized segment rates | | | |
| Salary Increases | 0.00% | | | |
| Cash Balance Crediting Rate | 4.00% | | | |
| Lump Sums | For non-cash balance lump sums, rates are based on the regular segment rates above, if applicable, adjusted to reflect any lump sum minimum basis defined in the plan | | | |
| Other Assumptions | | | | |
| Mortality (pre-retirement) | IRS 2023 Optional Small Plan | | | |
| Mortality (post-retirement) | IRS 2023 Optional Small Plan | | | |
| Disability | 1985 Pension Disability Study Class 1 rates for males and females. See sample rates below | | | |
| Withdrawal | Withdrawal and Disability Rates | | | |
| | Age | Withdrawal | Disability | |
| | | | Male | Female |
| | 30 | 9.30% | 0.048% | 0.080% |
| | 35 | 8.71 | 0.069 | 0.136 |
| | 40 | 7.75 | 0.117 | 0.211 |
| | 45 | 6.35 | 0.202 | 0.323 |
| | 50 | 4.22 | 0.358 | 0.533 |
| | 55 | 1.55 | 0.722 | 0.952 |
| | 60 | N/A | 1.256 | 1.159 |
| Expenses Paid from Trust | Prior year actual expenses rounded to nearest \$1,000, if any | | | |
| Retirement Age | Age | Rates | | |
| | 55-59 | 2% | | |
| | 60-61 | 7.5% | | |
| | 62 | 37.5% | | |
| | 63-64 | 30% | | |
| | 65+ | 100% | | |
| Form of Payment | Cash Balance: | Lump Sum | | |
| | Non-Cash Balance: | Single Life Annuity | | |

| | | |
|---|--|--|
| SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <hr/> <small>Department of Labor Employee Benefits Security Administration</small> <hr/> <small>Pension Benefit Guaranty Corporation</small> | Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF. | <small>OMB No. 1210-0110</small> <hr/> 2023 <hr/> This Form is Open to Public Inspection |
|---|--|--|

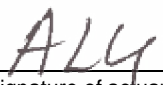
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

▶ **Round off amounts to nearest dollar.**
▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

| | | |
|---|---|-----|
| A Name of plan LOW & BONAR INC SALARIED RETIREMENT PLAN | B Three-digit plan number (PN) ▶ | 004 |
| C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF LOW & BONAR INC | D Employer Identification Number (EIN) 20-0411022 | |
| E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 | |

| | | | |
|---|----------------------------|---------------------------|--------------------------|
| Part I Basic Information | | | |
| 1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2023</u> | | | |
| 2 Assets: | | | |
| a Market value..... | 2a | 3,714,962 | |
| b Actuarial value | 2b | 4,086,458 | |
| 3 Funding target/participant count breakdown | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
| a For retired participants and beneficiaries receiving payment | 21 | 3,230,443 | 3,230,443 |
| b For terminated vested participants..... | 9 | 371,515 | 371,515 |
| c For active participants..... | 5 | 94,996 | 94,996 |
| d Total | 35 | 3,696,954 | 3,696,954 |
| 4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/> | | | |
| a Funding target disregarding prescribed at-risk assumptions..... | 4a | | |
| b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | 4b | | |
| 5 Effective interest rate..... | 5 | 5.09% | |
| 6 Target normal cost | | | |
| a Present value of current plan year accruals..... | 6a | 0 | |
| b Expected plan-related expenses | 6b | 0 | |
| c Target normal cost..... | 6c | 0 | |

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

| | | |
|------------------|---|---|
| SIGN HERE |  Signature of actuary | <u>06/19/2024</u> Date |
| | <u>Anthony L. Urdahl</u> Type or print name of actuary | <u>2305312</u> Most recent enrollment number |
| | <u>Hildi Inc., A Division of USI C.G.</u> Firm name | <u>952-934-5554</u> Telephone number (including area code) |
| | <u>8000 Norman Center Drive Suite 400</u> <u>Bloomington MN 55437</u> Address of the firm | |

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

| Part II Beginning of Year Carryover and Prefunding Balances | | (a) Carryover balance | (b) Prefunding balance |
|--|---|-----------------------|------------------------|
| 7 | Balance at beginning of prior year after applicable adjustments (line 13 from prior year)..... | 909 | 0 |
| 8 | Portion elected for use to offset prior year's funding requirement (line 35 from prior year)..... | 0 | 0 |
| 9 | Amount remaining (line 7 minus line 8)..... | 909 | 0 |
| 10 | Interest on line 9 using prior year's actual return of <u>-17.01</u> %..... | -155 | 0 |
| 11 | Prior year's excess contributions to be added to prefunding balance: | | |
| a | Present value of excess contributions (line 38a from prior year)..... | | 35,224 |
| b(1) | Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.26</u> %..... | | 1,853 |
| b(2) | Interest on line 38b from prior year Schedule SB, using prior year's actual return..... | | 0 |
| c | Total available at beginning of current plan year to add to prefunding balance..... | | 37,077 |
| d | Portion of (c) to be added to prefunding balance..... | | 0 |
| 12 | Other reductions in balances due to elections or deemed elections..... | 0 | 0 |
| 13 | Balance at beginning of current year (line 9 + line 10 + line 11d - line 12)..... | 754 | 0 |

| Part III Funding Percentages | | | |
|-------------------------------------|---|-----------|---------|
| 14 | Funding target attainment percentage..... | 14 | 110.51% |
| 15 | Adjusted funding target attainment percentage..... | 15 | 110.53% |
| 16 | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement..... | 16 | 118.84% |
| 17 | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage. | 17 | % |

Part IV Contributions and Liquidity Shortfalls

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

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

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

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

20 Quarterly contributions and liquidity shortfalls:

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

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

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

| Liquidity shortfall as of end of quarter of this plan year | | | |
|--|---------|---------|---------|
| (1) 1st | (2) 2nd | (3) 3rd | (4) 4th |
| | | | |

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

21 Discount rate:

| | | | | |
|-------------------------|------------------------|------------------------|------------------------|---|
| a Segment rates: | 1st segment: 4.75 % | 2nd segment: 5.00 % | 3rd segment: 5.74 % | <input type="checkbox"/> N/A, full yield curve used |
|-------------------------|------------------------|------------------------|------------------------|---|

b Applicable month (enter code)..... **21b** 4

22 Weighted average retirement age **22** 65

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

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

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

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount

33

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).... **34** 0

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

36 Additional cash requirement (line 34 minus line 35) **36** 0

37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)..... **37** 0

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

| | | |
|---|------------|---|
| a Total (excess, if any, of line 37 over line 36) | 38a | 0 |
| b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances | 38b | 0 |

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0

40 Unpaid minimum required contributions for all years..... **40** 0

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

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

Attachment to 2023 Form 5500 Schedule SB
 Low & Bonar Inc. Salaried Retirement Plan
 EIN: 20-0411022 P/N: 004

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

| Weighted Average Retirement Age | | | | |
|--|-------------------------------------|------------------------|--|-----------------------------|
| (1) Age | (2) Expected Active Headcount | (3) Retirement Rate | (4) Expected Retirements (2)*(3) | (5) Weighted Age (1)*(4) |
| 55 | 3.2118 | 0.0051 | 0.0163 | 0.8981 |
| 56 | 3.1272 | 0.0199 | 0.0622 | 3.4828 |
| 57 | 3.0302 | 0.0199 | 0.0602 | 3.4327 |
| 58 | 2.9323 | 0.0199 | 0.0582 | 3.3780 |
| 59 | 2.8340 | 0.0198 | 0.0563 | 3.3188 |
| 60 | 2.7353 | 0.0744 | 0.2034 | 12.2069 |
| 61 | 2.4883 | 0.0743 | 0.1849 | 11.2810 |
| 62 | 2.2601 | 0.3713 | 0.8392 | 52.0333 |
| 63 | 1.3850 | 0.2968 | 0.4111 | 25.8985 |
| 64 | 0.9490 | 0.2966 | 0.2815 | 18.0128 |
| 65 | 0.6492 | 1.0000 | 0.6492 | 42.1977 |
| 66 | | 1.0000 | | |
| 67 | | 1.0000 | | |
| 68 | | 1.0000 | | |
| 69 | | 1.0000 | | |
| 70 | | 1.0000 | | |
| 71 | 1.0000 | 1.0000 | 1.0000 | 71.0000 |
| Total | | | 3.8226 | 247.1405 |
| Average | | | | 64.6500 |

Attachment to 2023 Form 5500 Schedule SB
 Low & Bonar Inc. Salaried Retirement Plan
 EIN: 20-0411022 P/N: 004

Schedule SB, Part V – Statement of Actuarial Assumptions / Methods

| Summary of Methods | | | | |
|--|--|---------------------|-----------------------|--------|
| Valuation Date | January 1, 2023 | | | |
| Funding Method | Unit credit | | | |
| Market Assets | Trustee value plus prior year accrued contributions discounted at the plan's effective interest rate to the Valuation Date | | | |
| Actuarial Assets | 2-Year Smoothed Assets: Gains and losses during the prior 2 years are spread over 3 years (gains and losses are based on expected return versus actual return). Expected returns for the prior year and the 2 nd prior year are 5.00% and 5.00% respectively. Actuarial Assets may not be less than 90% or more than 110% of Market Assets. | | | |
| Segment Rate Basis | 24-month average with look back of 4 months | | | |
| Economic Assumptions | | | | |
| Segment Rates | | <u>ARPA</u> | <u>Non-Stabilized</u> | |
| | Segment 1: years 1-5 | 4.75% | 1.41% | |
| | Segment 2: years 5-20 | 5.00% | 3.09% | |
| | Segment 3: years 20+ | 5.74% | 3.58% | |
| Effective Interest Rate | 5.09% | | | |
| Low-Default-Risk Obligation Method (LDROM) Rates | The same as non-stabilized segment rates | | | |
| Salary Increases | 0.00% | | | |
| Cash Balance Crediting Rate | 4.00% | | | |
| Lump Sums | For non-cash balance lump sums, rates are based on the regular segment rates above, if applicable, adjusted to reflect any lump sum minimum basis defined in the plan | | | |
| Other Assumptions | | | | |
| Mortality (pre-retirement) | IRS 2023 Optional Small Plan | | | |
| Mortality (post-retirement) | IRS 2023 Optional Small Plan | | | |
| Disability | 1985 Pension Disability Study Class 1 rates for males and females. See sample rates below | | | |
| Withdrawal | Withdrawal and Disability Rates | | | |
| | Age | Withdrawal | Disability | |
| | | | Male | Female |
| | 30 | 9.30% | 0.048% | 0.080% |
| | 35 | 8.71 | 0.069 | 0.136 |
| | 40 | 7.75 | 0.117 | 0.211 |
| | 45 | 6.35 | 0.202 | 0.323 |
| | 50 | 4.22 | 0.358 | 0.533 |
| 55 | 1.55 | 0.722 | 0.952 | |
| 60 | N/A | 1.256 | 1.159 | |
| Expenses Paid from Trust | Prior year actual expenses rounded to nearest \$1,000, if any | | | |
| Retirement Age | Age | Rates | | |
| | 55-59 | 2% | | |
| | 60-61 | 7.5% | | |
| | 62 | 37.5% | | |
| | 63-64 | 30% | | |
| 65+ | 100% | | | |
| Form of Payment | Cash Balance: | Lump Sum | | |
| | Non-Cash Balance: | Single Life Annuity | | |

Attachment to 2023 Form 5500 Schedule SB
 Low & Bonar Inc. Salaried Retirement Plan
 EIN: 20-0411022 P/N: 004

Schedule SB, Part V – Summary of Plan Provisions

| Key Plan Provisions | | | |
|---|---|--|---|
| EIN / Plan Number | 20-0411022 / 004 | | |
| Effective Date | January 1, 2004 | | |
| Plan Year | January 1 through December 31 | | |
| Prior Plan | The Colbond Inc. Salaried Retirement Plan as in effect on the day prior to the Effective Date | | |
| Participation | Each employee who was a Participant in the Prior Plan on the day before the Effective Date shall continue to be a Participant in the Plan. Effective January 1, 2004, no new employee or former employee shall commence or recommence participation in the Plan. | | |
| Opening Account Balance | Based on accrued benefit as of December 31, 1997 for former AKZO participants or December 31, 1999 for former Tencel Inc. and Acordis Cellulosic Fibers Inc. participants. | | |
| Certain Prior Plan Participants | "Accounts, if any, shall be established for Participants in the Plan in the amount of the Participant's Account Balance under the Prior Plan as of January 1, 2004. If an Account was not be established on behalf of a Participant who was participating in the Prior Plan as of January 1, 2000, benefits for such Participant shall be determined in accordance with Article 5." | | |
| Benefit Allocations (Frozen December 31, 2003) | Years of Credited Service at beginning of Plan year | Allocation as a percentage of Compensation | Allocation as a percentage of Excess Compensation |
| | Less than 5 | 4.00% | 4.00% |
| | 5 - 9 | 5.00% | 4.00% |
| | 10 - 14 | 6.00% | 4.00% |
| | 15 - 19 | 7.00% | 4.00% |
| | 20 or more | 8.00% | 4.00% |
| Benefits were frozen December 31, 2003 | | | |
| Vesting Schedule | Prior to 2008: 100% after 5 years of vesting service After 2008: 100% after 3 years of vesting service | | |
| Normal Retirement Date | 1 st of the month coincident with or next following age 65 | | |
| Compensation | Total pay for services rendered plus pre-tax contributions under IRC sections 401(k) and 125, including salary deferrals | | |
| Excess Compensation | The amount of a participant's compensation in excess of 80% of the taxable wage base | | |
| Interest Credits | The greater of 10-year Treasury Bonds for the month of December prior to the plan year (adjusted to constant maturities) or 4.00% | | |
| Accrued Benefit | Cash balance account value | | |
| Death Benefit | Account balance as of date of death | | |
| Actuarial Equivalence | Non 417(e): Applicable Mortality Table and Applicable Interest Rates for the month of December prior to the plan year | | |
| | 417(e) Basis: Plan year stability period, 1-month lookback | | |
| Optional Benefit Forms | Single Life Annuity, Certain & Life (5 or 10 years), J&S (50, 75, 100%), Lump Sum | | |

Attachment to 2023 Form 5500 Schedule SB
 Low & Bonar Inc. Salaried Retirement Plan
 EIN: 20-0411022 P/N: 004

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

| Weighted Average Retirement Age | | | | |
|--|-------------------------------------|------------------------|--|-----------------------------|
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| 56 | 3.1272 | 0.0199 | 0.0622 | 3.4828 |
| 57 | 3.0302 | 0.0199 | 0.0602 | 3.4327 |
| 58 | 2.9323 | 0.0199 | 0.0582 | 3.3780 |
| 59 | 2.8340 | 0.0198 | 0.0563 | 3.3188 |
| 60 | 2.7353 | 0.0744 | 0.2034 | 12.2069 |
| 61 | 2.4883 | 0.0743 | 0.1849 | 11.2810 |
| 62 | 2.2601 | 0.3713 | 0.8392 | 52.0333 |
| 63 | 1.3850 | 0.2968 | 0.4111 | 25.8985 |
| 64 | 0.9490 | 0.2966 | 0.2815 | 18.0128 |
| 65 | 0.6492 | 1.0000 | 0.6492 | 42.1977 |
| 66 | | 1.0000 | | |
| 67 | | 1.0000 | | |
| 68 | | 1.0000 | | |
| 69 | | 1.0000 | | |
| 70 | | 1.0000 | | |
| 71 | 1.0000 | 1.0000 | 1.0000 | 71.0000 |
| Total | | | 3.8226 | 247.1405 |
| Average | | | | 64.6500 |

Attachment to 2023 Form 5500 Schedule SB
 Low & Bonar Inc. Salaried Retirement Plan
 EIN: 20-0411022 P/N: 004

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| Key Plan Provisions | | | |
|---|---|--|---|
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| Effective Date | January 1, 2004 | | |
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| Participation | Each employee who was a Participant in the Prior Plan on the day before the Effective Date shall continue to be a Participant in the Plan. Effective January 1, 2004, no new employee or former employee shall commence or recommence participation in the Plan. | | |
| Opening Account Balance | Based on accrued benefit as of December 31, 1997 for former AKZO participants or December 31, 1999 for former Tencel Inc. and Acordis Cellulosic Fibers Inc. participants. | | |
| Certain Prior Plan Participants | "Accounts, if any, shall be established for Participants in the Plan in the amount of the Participant's Account Balance under the Prior Plan as of January 1, 2004. If an Account was not be established on behalf of a Participant who was participating in the Prior Plan as of January 1, 2000, benefits for such Participant shall be determined in accordance with Article 5." | | |
| Benefit Allocations (Frozen December 31, 2003) | Years of Credited Service at beginning of Plan year | Allocation as a percentage of Compensation | Allocation as a percentage of Excess Compensation |
| | Less than 5 | 4.00% | 4.00% |
| | 5 - 9 | 5.00% | 4.00% |
| | 10 - 14 | 6.00% | 4.00% |
| | 15 - 19 | 7.00% | 4.00% |
| | 20 or more | 8.00% | 4.00% |
| Benefits were frozen December 31, 2003 | | | |
| Vesting Schedule | Prior to 2008: 100% after 5 years of vesting service After 2008: 100% after 3 years of vesting service | | |
| Normal Retirement Date | 1 st of the month coincident with or next following age 65 | | |
| Compensation | Total pay for services rendered plus pre-tax contributions under IRC sections 401(k) and 125, including salary deferrals | | |
| Excess Compensation | The amount of a participant's compensation in excess of 80% of the taxable wage base | | |
| Interest Credits | The greater of 10-year Treasury Bonds for the month of December prior to the plan year (adjusted to constant maturities) or 4.00% | | |
| Accrued Benefit | Cash balance account value | | |
| Death Benefit | Account balance as of date of death | | |
| Actuarial Equivalence | Non 417(e): Applicable Mortality Table and Applicable Interest Rates for the month of December prior to the plan year | | |
| | 417(e) Basis: Plan year stability period, 1-month lookback | | |
| Optional Benefit Forms | Single Life Annuity, Certain & Life (5 or 10 years), J&S (50, 75, 100%), Lump Sum | | |