

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

Part II	Basic Plan Information—enter all requested information
1a	Name of plan OGILVY & MATHER ACCOUNT BALANCE DEFINED BENEFIT CONTINUATION PENSION PLAN
1b	Three-digit plan number (PN) ▶ 005
1c	Effective date of plan 06/01/2019
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) THE OGILVY GROUP, LLC 3 WORLD TRADE CENTER 175 GREENWICH ST NEW YORK, NY 10007
2b	Employer Identification Number (EIN) 13-2555496
2c	Plan Sponsor's telephone number 212-632-2451
2d	Business code (see instructions) 541800

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.	01/10/2025	CHRISTOPHER GIANNELLI
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2023)
v. 230707

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 2357
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> <div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 223 6a(2) 212 6b 149 6c 1912 6d 2273 6e 26 6f 2299 6g(1) 6g(2) 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

1A 1C 1I 3H

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 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
Round off amounts to nearest dollar.	
Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan OGILVY & MATHER ACCOUNT BALANCE DEFINED BENEFIT CONTINUATION PENSION PLAN	B Three-digit plan number (PN) 005
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF THE OGILVY GROUP, LLC	D Employer Identification Number (EIN) 13-2555496
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2023			
2	Assets:			
a	Market value	2a	169957812	
b	Actuarial value	2b	186953593	
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	148	15022336	15022336
b	For terminated vested participants	1997	129275486	129275486
c	For active participants	223	16624167	16624167
d	Total	2368	160921989	160921989
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.11 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	625000	
c	Target normal cost	6c	625000	

Statement by Enrolled Actuary

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

<div>SIGN HERE</div>	<div>Signature of actuary</div> <div>JAMES T. GORDON III</div> <div>Type or print name of actuary</div> <div>MERCER</div> <div>Firm name</div> <div>1166 AVENUE OF THE AMERICAS NEW YORK, NY 10036</div> <div>Address of the firm</div>	<div>10/08/2024</div> <div>Date</div> <div>23-06176</div> <div>Most recent enrollment number</div> <div>212-345-7224</div> <div>Telephone number (including area code)</div>
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Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	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)	0	0
10	Interest on line 9 using prior year's actual return of <u>-19.56</u> %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.36</u> %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		0
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	116.17 %
15	Adjusted funding target attainment percentage	15	116.17 %
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	142.50 %
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:	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%; text-align: center;">1st segment: %</td> <td style="width: 33%; text-align: center;">2nd segment: %</td> <td style="width: 33%; text-align: center;">3rd segment: %</td> </tr> </table>	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used
1st segment: %	2nd segment: %	3rd segment: %				
b	Applicable month (enter code).....		21b			
22	Weighted average retirement age		22 61			
23	Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute					
Part VI	Miscellaneous Items					
24	Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No					
25	Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No					
26	Demographic and benefit information					
a	Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No			
b	Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No			
27	If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....		27			
Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years					
28	Unpaid minimum required contributions for all prior years		28 0			
29	Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....		29 0			
30	Remaining amount of unpaid minimum required contributions (line 28 minus line 29)		30 0			
Part VIII	Minimum Required Contribution For Current Year					
31	Target normal cost and excess assets (see instructions):					
a	Target normal cost (line 6c).....		31a 625000			
b	Excess assets, if applicable, but not greater than line 31a		31b 625000			
32	Amortization installments:					
a	Net shortfall amortization installment	0	0			
b	Waiver amortization installment	0	0			
33	If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33			
34	Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....		34 0			
35	Balances elected for use to offset funding requirement	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			
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					

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

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan OGILVY & MATHER ACCOUNT BALANCE DEFINED BENEFIT CONTINUATION PENSION PLAN	B Three-digit plan number (PN) ▶	005
C Plan sponsor's name as shown on line 2a of Form 5500 THE OGILVY GROUP, LLC	D Employer Identification Number (EIN) 13-2555496	

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

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

MERCER (US) LLC

13-2834414

(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 14 17 38	NONE	438072	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BLACKROCK INSTITUTIONAL TRUST CO,NA

94-3112180

(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 50 51	NONE	395811	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

PRINCIPAL TRUST COMPANY

51-0099493

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 60 63 72	NONE	26728	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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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>OGILVY & MATHER ACCOUNT BALANCE DEFINED BENEFIT CONTINUATION PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>005</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>THE OGILVY GROUP, LLC</u>	D Employer Identification Number (EIN) <u>13-2555496</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)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INTERMEDIATE GOVT BOND INDEX FUND</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A</u>		
c EIN-PN <u>94-3118548-001</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>42640489</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>LONG DUR CORP CREDIT SCR FUND</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A</u>		
c EIN-PN <u>27-4520291-001</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>90818836</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>LONG TERM GOVT BOND INDEX FUND</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A</u>		
c EIN-PN <u>94-3118547-001</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>14188995</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BLACKROCK MSCI ACWI IMI INDEX FUND</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A</u>		
c EIN-PN <u>33-6371938-001</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>16981731</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SHORT-TERM INVESTMENT FUND</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A</u>		
c EIN-PN <u>94-6450621-001</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>2896</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BLACKROCK MSCI EQUITY INDEX FUND-RU</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A</u>		
c EIN-PN <u>86-1583137-001</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>3</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

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

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

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

For calendar plan year 2023 or fiscal plan year beginning <u>01/01/2023</u> and ending <u>12/31/2023</u>		
A Name of plan <u>OGILVY & MATHER ACCOUNT BALANCE DEFINED BENEFIT CONTINUATION PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>005</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>THE OGILVY GROUP, LLC</u>		
D Employer Identification Number (EIN) <u>13-2555496</u>		

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	<u>23055</u>	<u>52478</u>
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	<u>7990199</u>	<u>12720489</u>
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	<u>161944558</u>	<u>164632950</u>
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	169957812	177405917
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	16130	102664
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	16130	102664
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	169941682	177303253

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	458162	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		458162
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	9368684	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	9368684	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		15006317
(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)		
c Other income	2c		10896
d Total income. Add all income amounts in column (b) and enter total	2d		15475375

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	7026921	
(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)		7026921
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	395811	
(6) Bank or trust company trustee/custodial fees	2i(6)	16075	
(7) Actuarial fees	2i(7)	438072	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	10653	
(11) Other expenses	2i(11)	226272	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1086883
j Total expenses. Add all expense amounts in column (b) and enter total	2j		8113804

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		7361571
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: **PKF O'CONNOR DAVIES, LLP**

(2) EIN: **27-1728945**

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?	☒		15000000
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 527092.

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan OGILVY & MATHER ACCOUNT BALANCE DEFINED BENEFIT CONTINUATION PENSION PLAN		B Three-digit plan number (PN) ▶ 005
C Plan sponsor's name as shown on line 2a of Form 5500 THE OGILVY GROUP, LLC		D Employer Identification Number (EIN) 13-2555496
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 42-1466678		
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 57
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☒ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....		6a
b Enter the amount contributed by the employer to the plan for this plan year.....		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☒ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:		
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	14a	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14b	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	

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

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:

Public Equity: 10.0 % Private Equity: _____ % Investment-Grade Debt and Interest Rate Hedging Assets: 83.0 %

High-Yield Debt: _____ % Real Assets: _____ % Cash or Cash Equivalents: 7.0 % Other: _____ %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☒ 10-15 years ☐ 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation: _____

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Financial Statements

December 31, 2023 and 2022

Independent Auditors' Report

The Plan Committee of the Ogilvy & Mather Account Balance Defined Benefit Continuation Pension Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements

We have performed an audit of the accompanying financial statements of Ogilvy & Mather Account Balance Defined Benefit Continuation Pension Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statement of net assets available for benefits as of December 31, 2023, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2023 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the 2023 Financial Statements section:

- The amounts and disclosures in the 2023 financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the 2023 financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by institutions that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2023 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the 2023 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2023 Financial Statements

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

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

Auditors' Responsibilities for the Audit of the 2023 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

**The Plan Committee of the
Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**
Page 3

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

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2023 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

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

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

Other Matter - 2023 Supplemental Schedules Required by ERISA

The supplemental schedules of: (1) Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2023 and (2) Schedule H, Part IV, Line 4j – Schedule of Reportable Transactions for the year ended December 31, 2023 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, have been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

**The Plan Committee of the
Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**
Page 4

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

In our opinion:

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

Other Matter - Auditors Report on the 2022 Financial Statements

The financial statements of the Plan as of December 31, 2022, were audited by predecessor auditors. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated October 12, 2023 indicated that in their opinion (a) the amounts and disclosures in the 2022 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2022 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C). Their report also indicated that the form and content of the 2022 supplemental schedules, other than the information in the 2022 supplemental schedules that agrees to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, and the information in the 2022 supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

PKF O'Connor Davies, LLP

January 8, 2025

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Statements of Net Assets Available for Benefits

	December 31,	
	2023	2022
ASSETS		
Investments, at Fair Value		
Mutual fund	\$ 12,720,489	\$ 7,990,199
Common/collective trusts	<u>164,632,950</u>	<u>161,944,558</u>
Total Investments	177,353,439	169,934,757
Accrued income	<u>52,478</u>	<u>23,055</u>
Total Assets	177,405,917	169,957,812
LIABILITIES		
Accrued expenses	<u>102,664</u>	<u>16,130</u>
Net Assets Available for Benefits	<u>\$ 177,303,253</u>	<u>\$ 169,941,682</u>

See notes to financial statements

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31,	
	2023	2022
ADDITIONS		
Investment Income (Loss)		
Net appreciation (depreciation) in fair value of investments	\$ 15,017,213	\$ (42,391,823)
Interest and dividends	458,162	95,339
	15,475,375	(42,296,484)
Less investment expenses	395,811	362,748
Net Investment Income (Loss)	15,079,564	(42,659,232)
DEDUCTIONS		
Benefits paid to participants	7,026,921	10,499,891
Administrative expenses	691,072	425,465
Total Deductions	7,717,993	10,925,356
Net Increase (Decrease)	7,361,571	(53,584,588)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	169,941,682	223,526,270
End of year	<u>\$ 177,303,253</u>	<u>\$ 169,941,682</u>

See notes to financial statements

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Notes to Financial Statements
December 31, 2023

1. Description of Plan

The following description of the Ogilvy & Mather Account Balance Defined Benefit Continuation Pension Plan (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a noncontributory defined benefit plan sponsored by Ogilvy Group, LLC (the "Company"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plan was adopted on June 1, 2019, as a spin-off of the Ogilvy & Mather Account Balance Defined Benefit Pension Plan, which terminated on July 1, 2019. Certain participants of the terminated plan transferred to the Plan with their accrued benefit equal to the benefit they would have been entitled to receive immediately before the creation of the Plan. Benefit payments to these participants will continue to be paid from the Plan.

The Plan provides retirement and death benefits for certain participating employees of the Ogilvy Group, LLC and its affiliates who have adopted the Plan. The Plan is frozen for any service and benefit accruals and balances under the Plan will only accrue interest monthly.

Participant Accounts

Under the Plan provisions, amounts are credited by the Company to the participants' hypothetical accounts. The accounts are allocated interest credits at the end of every month. There are no compensation credits or other benefit accruals.

Eligibility and Vesting

Eligible employees of the Plan are only those individuals who transferred from the terminated plan. No new employees or rehired employees are eligible to participate in the Plan. Participants are fully vested in their benefit that was transferred in from the terminated plan.

Pension Benefits

Benefits are determined based on the participant's hypothetical account balance. Each participant begins to receive retirement benefits from the Plan upon retirement. For Plan purposes, retirement is as follows:

Early retirement can begin on or after age 55, if vested, or if the participant has 20 years of service at termination through September 30, 2015. Effective October 1, 2015, those participants who wish to retire and who do not meet the early retirement requirements, can elect a lump sum distribution of their benefit at termination of employment.

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Notes to Financial Statements
December 31, 2023

1. Description of Plan (*continued*)

Normal retirement can begin on or after age 62 if the participant has at least three years (or five years for certain individuals) of service with the Companies or upon attaining age 65, whichever is earlier. Participants with balances less than \$5,000 receive single lump-sum payments. Automatic benefits for unmarried participants are a single life annuity and a qualified joint and survivor annuity for married participants. For participants with balances in excess of \$5,000, the Plan offers a choice of seven different payment options: a lump sum distribution, a life annuity, a 50% joint/survivor annuity, a 75% joint/survivor annuity, a 100% joint/survivor annuity, installment payments over a period of one or more years not to exceed 10 years, or a life annuity with 10 years guaranteed. The Plan also provides for benefits to the beneficiaries of deceased participants as well as to permanently disabled participants.

Late retirement begins after age 65. Participants who work past Normal Retirement continue to earn benefits under the Plan.

2. Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

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

Fair Value Measurements

The Plan follows U.S. GAAP guidance on *Fair Value Measurements* which defines fair value and establishes a fair value hierarchy organized into three levels based upon the input assumptions used in pricing assets. Level 1 inputs have the highest reliability and are related to assets with unadjusted quoted prices in active markets. Level 2 inputs relate to assets with other than quoted prices in active markets which may include quoted prices for similar assets or liabilities or other inputs which can be corroborated by observable market data. Level 3 inputs are unobservable and are used to the extent that observable inputs do not exist.

Pursuant to U.S. GAAP guidance, alternative investments where fair value is measured using the Net Asset Value ("NAV") per share as a practical expedient are not categorized within the fair value hierarchy.

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Notes to Financial Statements
December 31, 2023

2. Summary of Significant Accounting Policies (*continued*)

Investment Valuation and Income Recognition

All of the Plan's investments are stated at fair value. The mutual fund is valued at the daily closing price as reported by the fund. This fund is an open-end fund that is registered with the Securities and Exchange Commission and is deemed to be actively traded. The fund is required to publish its daily NAV and to transact at that price. The common/collective trusts are valued at the NAV of units held by the Plan. The NAVs, as provided by the trustees, are used as a practical expedient to estimate fair value. The NAVs are based on the fair value of the underlying investments held by the funds less their liabilities. The practical expedient is not used when it is determined to be probable that a fund will sell the investment for an amount different than the reported NAV.

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

Payment of Benefits

Benefit payments are recorded when paid.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits. In addition, certain investment related expenses are included in net appreciation (depreciation) in fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

Subsequent Events Evaluation by Management

Management has evaluated subsequent events for disclosure and/or recognition in the financial statements through the date that the financial statements were available to be issued, which date is January 8, 2025.

3. Information Certified (Unaudited)

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedules of (1) Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) and (2) Schedule H, Part IV, Line 4j – Schedule of Reportable Transactions, including investments held at December 31, 2023 and 2022, and net appreciation (depreciation) in fair value of investments and interest and dividends for the years ended December 31, 2023 and 2022, was obtained by management and agreed to or derived from information certified as complete and accurate by Principal Bank, a qualified institution.

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Notes to Financial Statements
December 31, 2023

4. Funding Policy

The Plan's funding policy is for the Company to contribute an amount which will meet or exceed the annual ERISA minimum funding requirement. The Company met the minimum funding requirements of ERISA for the years ended December 31, 2023 and 2022.

5. 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. Accumulated Plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are accumulated based on employees' compensation during each year of credited service. The accumulated Plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits payable under all circumstances (retirement, death, disability, and termination of employment) are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated Plan benefits is determined by an independent actuary and is that amount that results from applying actuarial assumptions to adjust the accumulated Plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (for reasons such as death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

The significant actuarial assumptions used in the valuation as of January 1, 2023 is as follows:

Mortality	PRI-2012 sex-distinct, separate employee and retiree tables with contingent survivor adjustments for existing survivors and white collar adjustments applied, with future improvement using the MP-2021 projection scale.
Interest Rate	4.50% per annum
Retirement Age	Earlier of (1) age 65 or age 62 and the completion of 3 years of service, but no later than age 65

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Notes to Financial Statements
December 31, 2023

5. Actuarial Present Value of Accumulated Plan Benefits (continued)

When compared to the prior year valuation, all assumptions remained unchanged except for the following: (1) the interest rate changed from 2.75% to 4.50%; (2) the interest crediting rate assumption for the alternate account balance was updated from 3.50% to 4.25% and the frozen account balance was updated from 4.25% to 4.75%; and (3) for purposes of lump sums assumed to be paid prior to 2024, the basis used to convert legacy Ogilvy Public Relations Worldwide Cash Balance Pension Plan ("OPR") annuity benefits to lump sums reflects the actual mortality and interest rates published under Internal Revenue Code ("IRC") Section 417(e). For purposes of lump sums assumed to be paid after 2023, the mortality used to convert legacy OPR annuity benefits to lump sums reflects projection scale MP-2021.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated Plan benefits. The computations of the actuarial present value of accumulated Plan benefits were made as of January 1, 2023 and 2022. Had the valuations been performed as of December 31, 2022 and 2021, there would be no material differences.

The actuarial present value of accumulated plan benefits as of December 31, 2022, are as follows:

	December 31,	
	2022	2021
Actuarial Present Value of Accumulated Plan Benefits		
Vested Benefits		
Active participants	\$ 17,240,987	\$ 19,219,487
Inactive participants with deferred benefits	136,291,004	158,437,714
Inactive participants receiving benefits	<u>16,059,300</u>	<u>18,476,344</u>
 Total Actuarial Present Value of Accumulated Plan Benefits	 <u>\$ 169,591,291</u>	 <u>\$ 196,133,545</u>

The reconciliation of the changes in the actuarial present value of accumulated plan benefits for the year ended December 31, 2022, is as follows:

Actuarial Present Value of Accumulated Plan Benefits as of December 31, 2021	<u>\$ 196,133,545</u>
Increase (decrease) during the year attributable to	
Benefits accumulated and gains	(1,071,350)
Increase for interest due to decrease in discount period	5,237,268
Benefits paid	(10,499,891)
Changes in actuarial assumptions	<u>(20,208,281)</u>
Net Decrease	<u>(26,542,254)</u>
 Actuarial Present Value of Accumulated Plan Benefits as of December 31, 2022	 <u>\$ 169,591,291</u>

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Notes to Financial Statements
December 31, 2023

6. Investments

The following are major categories of investment measured at fair value grouped by the fair value hierarchy as of December 31:

	2023		
	Other Investments Measured at		
	Level 1	NAV *	Total
Mutual fund	\$ 12,720,489	\$ -	\$ 12,720,489
Common/collective trusts **	-	164,632,950	164,632,950
Total Investments	<u>\$ 12,720,489</u>	<u>\$ 164,632,950</u>	<u>\$ 177,353,439</u>

	2022		
	Other Investments Measured at		
	Level 1	NAV *	Total
Mutual fund	\$ 7,990,199	\$ -	\$ 7,990,199
Common/collective trusts **	-	161,944,558	161,944,558
Total Investments	<u>\$ 7,990,199</u>	<u>\$ 161,944,558</u>	<u>\$ 169,934,757</u>

(*) As discussed in Note 2, investments that are measured using the practical expedient are not classified within the fair value hierarchy.

(**) Includes common/collective trusts of \$164,632,748 from the BlackRock O&M Journey Management Continuation Fund and \$202 of 2 common/collective trusts to arrive at a total of \$164,632,950 at December 31, 2023 and common/collective trusts of \$161,944,366 from the BlackRock O&M Journey Management Continuation Fund and \$192 of 2 common/collective trusts to arrive at a total of \$161,944,558 at December 31, 2022.

The BlackRock O&M Journey Management Continuation Fund consists of the following investments at December 31:

	2023	2022
Common/Collective Trusts		
BlackRock Long Duration Corporate Credit Screened Non-Lendable Fund	\$ 90,818,836	\$ 82,598,695
BlackRock Intermediate Government Bond Index Fund	42,640,489	56,291,817
BlackRock MSCI ACWI IMI Index Fund	16,981,731	16,534,234
BlackRock Long Term Government Bond Index Fund	14,188,995	6,518,512
BlackRock Short-Term Investment Fund	2,697	1,108
	<u>\$ 164,632,748</u>	<u>\$ 161,944,366</u>

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Notes to Financial Statements
December 31, 2023

6. Investments (continued)

The BlackRock O&M Journey Management Continuation Fund (the “BJMCF”) is an investment option offered by the Plan. The Fund, which is managed by BlackRock Institutional Trust Company, N.A. (“BlackRock”), is comprised of common/collective trusts. The common/collective trusts invest primarily in other BlackRock common/collective trusts or in U.S. Fixed Income Series instruments. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trusts, the issuer reserves the right to temporarily delay withdrawal from the trusts in order to ensure that securities liquidations will be carried out in an orderly manner.

The investment strategy allocates funds between the growth portfolio and the LDI portfolio within the Plan. Both the growth portfolio and the LDI portfolio are made up of various common/collective trusts and are managed by BlackRock. The objective is to seek to achieve performance similar to the Plan’s liabilities by matching the interest rate sensitivity and credit spread sensitivity of the Plan’s value of assets to a percentage of the Plan’s present value of liabilities.

The following investments exceeded approximately 10% of net assets available for benefits at December 31:

	2023	2022
BlackRock Long Duration Corporate Credit Screened Non-Lendable Fund	\$ 90,818,836	\$ 82,598,695
BlackRock Intermediate Government Bond Index Fund	42,640,489	56,291,817

7. Common/Collective Trusts

The Plan invests in the BlackRock Short-Term Investment Fund (the “BSTIF”) and the BlackRock MSCI Equity Index Fund-Russia (the “BMEIF”) (collectively, the “CCTs”). BSTIF primarily invests in high-quality, short-term instruments of domestic and foreign issues that are valued at the NAV of the short-term investment fund. BMEIF represents an immaterial amount after the fund has been liquidated. The CCTs are valued at fair value on each day that the CCTs are open for business in accordance with the valuation procedures established by the trustee. The value of units upon contribution to or redemption from the CCTs is based on the CCT’s unit value determined on that day. A unitholder’s ability to contribute to or redeem from the CCTs occurs on a daily basis. The CCTs do not have any unfunded commitments at December 31, 2023 and 2022.

8. Parties-in-Interest Transactions

Certain Plan investments are managed by BlackRock, the investment manager for the Plan. These transactions qualify as permitted party-in-interest transactions, which are exempt from the prohibited transaction rules of ERISA.

9. Income Tax Status

The Plan obtained its latest determination letter on February 14, 2020, in which the Internal Revenue Service (“IRS”) states that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Notes to Financial Statements
December 31, 2023

9. Income Tax Status (*continued*)

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine examinations by taxing jurisdictions; however, there are currently no examinations for any tax periods in progress.

10. Plan Termination

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated.

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

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal-age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits are guaranteed at the level in effect on the date of the Plan's termination. However, a statutory ceiling exists, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees.

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

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Notes to Financial Statements
December 31, 2023

11. Risks and Uncertainties

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

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

Global and domestic economic uncertainty has resulted in significant volatility in financial markets. This volatility has affected, and may continue to affect, the value of the Plan's net assets available for benefits. The effects of economic and market conditions subsequent to December 31, 2023 are not reflected in these financial statements and future effects on the Plan's net assets available for benefits cannot be predicted.

* * * * *

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Supplemental Schedules

December 31, 2023

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Schedule Pursuant to Department of Labor Requirements
December 31, 2023

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

EIN #: 13-2555496
Plan #: 005

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	MUTUAL FUND	SHARES / UNITS		
	Allspring Government Money Market Fund	12,720,489	\$ 12,720,489	\$ 12,720,489
	COMMON/COLLECTIVE TRUSTS			
*	BlackRock Long Duration Corporate Credit Screened Non-Lendable Fund	4,904,750	92,504,244	90,818,836
*	BlackRock Intermediate Government Bond Index Fund	936,453	43,147,306	42,640,489
*	BlackRock MSCI ACWI IMI Index Fund	556,959	11,330,827	16,981,731
*	BlackRock Long Term Government Bond Index Fund	177,288	15,071,127	14,188,995
*	BlackRock Short-Term Investment Fund	2,697	2,896	2,896
*	BlackRock MSCI Equity Index Fund - Russia	491	1	3
	Total Common/Collective Trusts		<u>162,056,401</u>	<u>164,632,950</u>
	Total Assets (Held at End of Year)		<u>\$ 174,776,890</u>	<u>\$ 177,353,439</u>

* - Denotes a party-in-interest as defined by ERISA.

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Schedule Pursuant to Department of Labor Requirements
Year Ended December 31, 2023

Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions

EIN #: 13-2555496
Plan #: 005

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
Category (iii) - Transactions Involving Same Issue in Excess of 5% of Plan Assets								
Principal Bank	Allspring Government Money Market Fund	\$ 13,098,975	\$ -	\$ -	\$ -	\$ 13,098,975	\$ 13,098,975	\$ -
Principal Bank	Allspring Government Money Market Fund	-	8,368,684	-	-	8,368,684	8,368,684	-
Principal Bank	BlackRock O&M Journey Management Continuation Fund	-	12,317,935	-	-	12,829,912	12,317,935	(511,977)

There were no category (i), (ii), or (iv) reportable transactions.

Schedule SB, line 26a — Schedule of Active Participant Data

Attained age	Years of credited service									
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up
Under 25										
25–29										
30–34		11								
35–39		15	15							
40–44		13	18	12	2					
45–49		5	7	19	12					
50–54		6	6	12	12	5	1			
55–59		2	5	8	8	3				
60–64		1	1	3	7	2	3	1	1	
65–69				1	2		3		1	
70 & up										

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average account balance. Average account balance is not shown for cells with fewer than 20 participants. Please note that the plan is frozen.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial Assumptions**

Economic assumptions	
Discount rate sponsor elections	
• Segment rates or full yield curve	Full Yield Curve
• PBGC method	Alternative, first elected for 2019 premium payment year
417(e) lump sums	For legacy OPR final average pay benefits, liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and prescribed unisex mortality.
Cash balance plans	
• Interest accumulation rate	4.75% for the "Frozen Account Balance;" and 4.25% for the "Alternate Account Balance"
• Whipsaw calculations	No
• Annuity conversion	Not applicable
Other economic assumptions	
• Expected investment return	3.00% per year for 2022 and 5.00% for 2023
• Expenses	\$625,000 added to current year normal cost

Rationale for economic assumptions

- **Cash balance interest accumulation rate** – The plan's interest crediting rate is the greater of the yield on one-year Treasury bonds, or either 3% (Alternate Account Balance) or 4% (Frozen Account Balance) as described within the plan provisions. We have reviewed the average yield on the one-year Treasury bonds over the typical accumulation period based on Mercer Investment Consulting's Capital Market Outlook. We have made allowance for the likelihood that the one-year Treasury Bond will exceed the aforementioned interest crediting rate floors in some years.
- **Expected investment return** – The expected rate of return on plan assets is based on a weighted average blend of the hypothetical performance of the plan's target asset mix, which includes equity, debt, and cash, net of expected investment expenses. Mercer's Portfolio Return Calculator was used to justify estimated return rates specific to each asset class.
- **Expenses** – Administrative expenses are assumed to be the same as the prior year actual expenses, adjusted for the expected change in PBGC premiums and any other significant anticipated changes. For this purpose, expected expenses are rounded up to the next \$5,000.

Demographic assumptions	
• Mortality sponsor elections	Section 430(h)(3) prescribed separate generational annuitant and nonannuitant mortality tables. These tables are based on the RP-2006 mortality tables with IRS-developed adjustments and projected with mortality improvement scale MP-2021.

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

• Withdrawal	See table of sample rates	
• Disability incidence	None	
• Retirement age	Attained age	Percentage
	Under 55	0.0%
	55	12.5%
	56	12.5%
	57	12.5%
	58	12.5%
	59	12.5%
	60	12.5%
	61	12.5%
	62	15.0%
	63	12.5%
	64	12.5%
	65	20.0%
	66	20.0%
	67	20.0%
	68	30.0%
	69	40.0%
	70 and above	100.0%
• Benefit commencement age for		
– Future vested deferred	- 75% commence immediately - Remaining 25% commence at age 62	
– Current vested deferred	First year vested deferred participants: - 15% commence immediately - Remaining 85% commence at age 62 Remaining terminations (vested deferred status for more than one year): 100% commence at age 62	
• Spouse assumptions	Male participants	Female participants
– Percentage married	100%	100%
– Spouse age difference	3 years younger	3 years older
• Form of payment	100% of the participants are assumed to take a lump sum distribution	
• Unpredictable contingent event assumptions	Not applicable	

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Table of sample rates – Withdrawal percentages**

Service	Attained Age							
	20	25	30	35	40	45	50	54
Year 0	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%
Year 1	40.0%	40.0%	40.0%	40.0%	40.0%	40.0%	39.7%	37.2%
Year 2	40.0%	40.0%	40.0%	40.0%	39.7%	36.6%	33.5%	32.2%
Year 3	40.0%	40.0%	40.0%	36.6%	33.5%	30.4%	28.5%	27.3%
Year 4	40.0%	40.0%	34.1%	30.4%	27.3%	25.1%	23.6%	22.3%
Year 5	40.0%	40.0%	31.0%	27.3%	24.8%	23.3%	21.7%	20.5%
Year 6	40.0%	37.5%	27.9%	24.5%	22.9%	21.4%	19.8%	18.6%
Year 7	40.0%	35.0%	25.4%	22.0%	20.5%	18.9%	17.4%	16.1%
Year 8	40.0%	32.9%	23.3%	19.8%	18.3%	16.7%	15.2%	14.0%
Year 9	40.0%	31.0%	21.4%	18.0%	16.4%	14.9%	13.3%	12.1%
Year 10+	38.8%	27.9%	18.3%	14.9%	13.3%	11.8%	10.2%	9.0%

Rationale for demographic assumptions

- **Withdrawal** – This assumption is based on an experience study of the original plan covering the period from January 1, 2011, to December 31, 2015, and the expectation that future withdrawal patterns and circumstances of the employer will not differ significantly from the period and population studied.
- **Retirement age** – This assumption is based on an experience study of the original plan covering the period from January 1, 2011, to December 31, 2015, and the expectation that future retirement patterns and circumstances of the employer will not differ significantly from the period and population studied.
- **Benefit commencement age** – This assumption is based on an experience study of the original plan covering the period from January 1, 2011, to December 31, 2015. In order to incorporate the 2015 amendment that allowed commencement at any age, we relied on Mercer's experience with similar plans and the Ogilvy deferred vested cashout behavior, plus an annual review of relevant recent plan experience.
- **Form of payment** – 100% of participants are assumed to elect a lump sum of their cash balance account, based on experience that shows very few participants elect the actuarially equivalent annuity options.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial Methods****Asset methods**

The asset valuation method is an average of the adjusted market value for each year during the last 2 years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as required by IRC Section 430.

The market value is the amount reported in the year-end trustee statement plus discounted receivable contributions.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor and Lifeworks (formerly Morneau Shepell) provide us with data that includes certain (former) employees as of the valuation date who never met the plan's eligibility requirements, but only those (former) employees who completed the plan's eligibility requirements, and still have a benefit payable from the plan, are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. Vested participants who terminated prior to the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual is the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Schedule Pursuant to Department of Labor Requirements
Year Ended December 31, 2023

Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions

EIN #: 13-2555496
Plan #: 005

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
Category (iii) - Transactions Involving Same Issue in Excess of 5% of Plan Assets								
Principal Bank	Allspring Government Money Market Fund	\$ 13,098,975	\$ -	\$ -	\$ -	\$ 13,098,975	\$ 13,098,975	\$ -
Principal Bank	Allspring Government Money Market Fund	-	8,368,684	-	-	8,368,684	8,368,684	-
Principal Bank	BlackRock O&M Journey Management Continuation Fund	-	12,317,935	-	-	12,829,912	12,317,935	(511,977)

There were no category (i), (ii), or (iv) reportable transactions.

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

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

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

A Name of plan OGILVY & MATHER ACCOUNT BALANCE DEFINED BENEFIT CONTINUATION PENSION PLAN	B Three-digit plan number (PN) ▶ 005
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF THE OGILVY GROUP, LLC	D Employer Identification Number (EIN) 13-2555496
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2023			
2 Assets:			
a Market value.....		2a	169,957,812
b Actuarial value.....		2b	186,953,593
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.....	148	15,022,336	15,022,336
b For terminated vested participants.....	1,997	129,275,486	129,275,486
c For active participants.....	223	16,624,167	16,624,167
d Total.....	2,368	160,921,989	160,921,989
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐			
a Funding target disregarding prescribed at-risk assumptions.....		4a	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....		4b	
5 Effective interest rate.....		5	5.11%
6 Target normal cost			
a Present value of current plan year accruals.....		6a	0
b Expected plan-related expenses.....		6b	625,000
c Target normal cost.....		6c	625,000

Statement by Enrolled Actuary

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

SIGN HERE	JTG	10/8/2024
Signature of actuary		Date
JAMES T. GORDON III		2306176
Type or print name of actuary		Most recent enrollment number
MERCER		212-345-7224
Firm name		Telephone number (including area code)
1166 AVENUE OF THE AMERICAS		
NEW YORK NY 10036		
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 ☐

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

Schedule SB (Form 5500) 2023
v. 230728

Part II Beginning of Year Carryover and Prefunding Balances

Part II	Beginning of Year Carryover and Prefunding Balance	(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year).....	0	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)	0	0
10	Interest on line 9 using prior year's actual return of <u>-19.56 %</u>	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year).....		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.36 %</u>		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance.....		0
	d Portion of (c) to be added to prefunding balance.....		0
12	Other reductions in balances due to elections or deemed elections.....	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12).....	0	0

Part III	Funding Percentages
-----------------	----------------------------

14	Funding target attainment percentage.....	14	116.17 %
15	Adjusted funding target attainment percentage.....	15	116.17 %
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	142.50 %
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:

16 Contributions made to the plan for the plan year by employer(s) and employee(s)					
(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)

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	
b Contributions made to avoid restrictions adjusted to valuation date.	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	

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: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used
b Applicable month (enter code).....				21b
22 Weighted average retirement age				22 61
23 Mortality table(s) (see instructions)	☐ Prescribed - combined	☒ Prescribed - separate	☐ Substitute	

Part VI Miscellaneous Items

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	625,000	
b Excess assets, if applicable, but not greater than line 31a	31b	625,000	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	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		
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
--

Plan: Ogilvy & Mather Account Balance Defined Benefit Continuation Pension Plan

EIN/PN: 13-2555496/005

Valuation Date: 01/01/2023

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	2,163,442	29,819,932	1,621,344	33,604,718
2024	1,787,952	4,636,207	1,583,721	8,007,880
2025	1,679,144	4,404,944	1,469,462	7,553,551
2026	1,695,953	5,572,954	1,301,464	8,570,371
2027	1,639,279	6,748,867	1,254,092	9,642,238
2028	1,315,983	5,203,087	1,141,826	7,660,895
2029	1,252,660	8,276,174	1,115,815	10,644,650
2030	1,126,694	8,074,293	1,086,607	10,287,595
2031	1,169,616	8,565,748	1,006,458	10,741,823
2032	978,291	7,966,996	967,800	9,913,087
2033	841,014	9,343,674	921,036	11,105,724
2034	898,092	8,201,875	886,147	9,986,113
2035	855,682	7,760,121	849,658	9,465,460
2036	746,734	10,760,903	811,640	12,319,277
2037	725,674	9,217,867	772,165	10,715,705
2038	609,894	8,089,039	731,314	9,430,247
2039	582,939	7,527,445	689,210	8,799,594
2040	651,654	6,384,075	646,026	7,681,755
2041	550,337	7,015,468	601,993	8,167,798
2042	433,309	5,917,471	557,413	6,908,193
2043	303,916	6,746,310	512,653	7,562,879
2044	455,715	5,117,696	468,122	6,041,533
2045	453,892	6,703,449	424,268	7,581,608
2046	188,341	6,392,482	381,551	6,962,374
2047	156,638	4,932,658	340,408	5,429,703
2048	267,767	3,504,001	301,241	4,073,010
2049	182,600	2,900,210	264,407	3,347,218
2050	125,448	2,887,297	230,191	3,242,936
2051	98,925	2,958,141	198,801	3,255,867
2052	108,606	1,911,362	170,370	2,190,338
2053	45,096	1,171,119	144,951	1,361,166
2054	13,234	225,630	122,519	361,384
2055	10,551	38,631	102,972	152,153
2056	10,337	0	86,150	96,487
2057	5,821	0	71,843	77,664
2058	3,253	0	59,806	63,059
2059	1,813	0	49,780	51,593
2060	1,135	0	41,501	42,636
2061	177	0	34,713	34,890
2062	0	0	29,177	29,177
2063	0	0	24,670	24,670
2064	0	0	20,996	20,996
2065	0	0	17,985	17,985
2066	0	0	15,495	15,495
2067	0	0	13,410	13,410
2068	0	0	11,637	11,637
2069	0	0	10,107	10,107
2070	0	0	8,768	8,768
2071	0	0	7,584	7,584
2072	0	0	6,529	6,529

Schedule SB, line 22 — Description of Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 61.

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	12.5%	10,000	1,250	68,750
56	12.5%	8,750	1,094	61,250
57	12.5%	7,656	957	54,551
58	12.5%	6,699	837	48,569
59	12.5%	5,862	733	43,231
60	12.5%	5,129	641	38,468
61	12.5%	4,488	561	34,221
62	15.0%	3,927	589	36,521
63	12.5%	3,338	417	26,286
64	12.5%	2,921	365	23,365
65	20.0%	2,556	511	33,223
66	20.0%	2,044	409	26,987
67	20.0%	1,636	327	21,917
68	30.0%	1,308	393	26,693
69	40.0%	916	366	25,280
70	100.0%	550	550	38,469
Total			10,000	607,779
Average				61

Schedule SB, Part V — Summary of Plan Provisions

Effective date and plan year	Original plan: January 1, 1989 (restated January 1, 2017) Continuation plan: June 1, 2019 Plan year: Calendar year
Status of the plan	<p>As of June 1, 2019, Ogilvy spun off a portion of the assets and liabilities of the Ogilvy & Mather Account Balance Defined Benefit Pension Plan (the "Former Plan") into a new plan with substantially the same provisions, the Ogilvy & Mather Account Balance Defined Benefit Continuation Pension Plan (the "Continuation Plan"). The Former Plan was subsequently terminated effective July 1, 2019.</p> <p>During 2015, the Former Plan was amended to freeze all accruals as of December 31, 2016. Employees who were hired or rehired on or after July 1, 2014, were not eligible for additional accruals.</p> <p>As of December 31, 2010, the Ogilvy Public Relations Worldwide Cash Balance Pension Plan ("OPR") merged into the Ogilvy & Mather Account Balance Defined Benefit Pension Plan (the "Former Plan"). Benefits accrued through December 31, 2010 for legacy OPR participants will be protected and administered in accordance with most of the OPR plan provisions (please see "Legacy OPR Plan Provisions" following this section for more detailed information). Starting on January 1, 2011, legacy OPR participants began accruing benefits under the legacy benefit formula within the Former Plan, with the exception of OPR grandfathered participants.</p>
Significant events that occurred during the year	None
Definitions	
• Eligibility	<p>All employees of participating employers are eligible to participate following the completion of 12 consecutive months of service in which 1,000 hours of service is credited; however, employees who are hired or rehired after July 1, 2014, are not eligible to participate in the plan.</p> <p>Effective June 1, 2019, all participants of the Former Plan were spun off to the Continuation Plan, other than those who were subsequently paid out through lump sums or an annuity purchase pursuant to the termination of the Former Plan.</p>
• Vesting	<p>Participants shall become vested upon satisfying one of the following conditions:</p> <ol style="list-style-type: none"> 1) Participants who were members of the Profit Sharing Retirement Plan as of December 31, 1988 are 100% vested on January 1, 1989. 2) Participants hired from January 1, 1986, through December 31, 1988 are 100% vested on the December 31 coincident with or following three years of service. 3) Participants hired on or after January 1, 1989 are 100% vested immediately after attaining five years of service. 4) Beginning on January 1, 2008, participants are 100% vested immediately after attaining three years of service.

Schedule SB, Part V — Summary of Plan Provisions

Participants are credited with vesting service for service provided to any employer of the WPP controlled group.

- Pensionable earnings

A Participant's base pay, excluding overtime, bonuses, deferred compensation, severance pay and any other similar earnings. Eligible Compensation includes all 401(k) salary reduction contributions under the Company's 401(k) Plan. Eligible Compensation is limited to \$230,000 effective January 1, 2009.

The compensation of a Participant who is absent because of military leave will be based on the Participant's rate of pay when the leave began or, if the Participant was not receiving a determinable rate of pay when the leave began, the average of the Participant's pay during the shorter of 12 months before his military leave began or his Period of Service. Compensation will be credited under this paragraph only while the Participant's reemployment rights are protected by law.

Effective December 31, 2016, the plan was amended to freeze all future accruals and thus pensionable earnings are no longer applicable after this date.

- Interest Credits

Through the 1995 plan year, the rate of interest credited to a given plan year's accrual was given by the set of deferred PBGC interest factors in effect for the month ending prior to the plan year. These rates are shown in the table below:

Plan Year	Applicable Interest Credit Rate	
1989	7.00%	1990-1996
	5.75%	1997-2004
	4.00%	2005 and beyond
1990	6.50%	1991-1997
	5.25%	1998-2005
	4.00%	2006 and beyond
1991	6.75%	1992-1998
	5.50%	1999-2006
	4.00%	2007 and beyond
1992	6.00%	1993-1999
	4.75%	2000-2007
	4.00%	2008 and beyond
1993	5.25%	1994-2000
	4.00%	2001 and beyond
1994	4.00%	All Plan Years
1995	5.50%	1996-2002
	4.25%	2003-2010
	4.00%	2011 and beyond

Schedule SB, Part V — Summary of Plan Provisions

Effective January 1, 1996, all future benefit accruals are credited with an amount equivalent to an annual interest rate equal to the greater of (i) 4% (interest crediting rate floor, or "ICR floor"), or (ii) the annual rate of interest on one-year Treasury constant maturities for the November preceding the plan year.

Effective January 1, 2014, all future benefit accruals are credited with an amount equivalent to an annual interest rate equal to the greater of (i) 3% (ICR floor) or (ii) the annual rate of interest on one-year Treasury constant maturities for the November preceding the plan year. The ICR floor was lowered from 4% to 3% by implementing a wear-away formula effective January 1, 2014. Note that the participant account balance under this amendment would be computed as the greater of (1) the account balance as of December 31, 2013, plus interest credits using the 4% ICR floor ("Frozen Account Balance"), and (2) the account balance as of December 31, 2013, plus compensation credits and interest credits using the 3% ICR floor ("Alternate Account Balance").

For plan years ending prior to January 1, 1997, interest credits determined above shall be credited annually as of the last day of the plan year to which the applicable interest credit relates.

For plan years beginning on or after January 1, 1997, interest credits determined above shall be credited as of the last day of the calendar month to which the applicable interest credit relates. For purposes of crediting interest monthly, each applicable annual rate of interest shall be converted into a corresponding monthly rate which, when compounded monthly, will yield the same amount of interest for the year.

- **Compensation Credits**

An account is established for each Participant at the end of the plan year in which the Participant first becomes eligible. For each plan year ending prior to January 1, 1997, a Participant's Account Balance shall be credited as of the last day of such plan year with a compensation credit equal to 10% of his compensation for that plan year. Effective for plan years beginning on and after January 1, 1997, a Participant's Account shall be credited at the end of each calendar month with a Compensation Credit equal to 10% of his Compensation for that month.

Effective January 1, 2007, a participant in the former "141" group shall be credited at the end of each calendar month with a Compensation Credit equal to 10% of his Compensation for that month. Prior to January 1, 2007, a participant in the former "141" group was credited at the end of each calendar month with a Compensation Credit equal to 5% of his Compensation for that month (3% Compensation Credit before 2006).

Effective January 1, 2008, a participant in the former BEN marketing group shall be credited at the end of each calendar month with a Compensation Credit equal to 10% of his Compensation for that month. Prior to January 1, 2008, a participant in the former BEN marketing group was credited at the end of each calendar month with a Compensation Credit equal to 3% of his Compensation for that month.

Effective January 1, 2008, a participant in the Leopard group shall be credited at the end of each calendar month with a Compensation Credit

Schedule SB, Part V — Summary of Plan Provisions

	<p>equal to 5% of his Compensation for that month, plus Interest Credits for each month.</p> <p>Effective January 1, 2014, a participant in the Leopard group shall be credited at the end of each calendar month with a Compensation Credit equal to 6% of his Compensation for that month, plus Interest Credits for each month.</p> <p>Effective December 31, 2016, no additional Compensation Credits shall be credited.</p>
Normal retirement	
• Eligibility	Age 65 or age 62 and vested.
• Benefit	The monthly retirement benefit payable to a Participant at any retirement date is equal to the actuarial equivalent of his account balance as of his benefit commencement date.
Early retirement	
• Eligibility	Age 55 and vested or 20 years of vesting service.
• Benefit	The monthly retirement benefit payable to a Participant at any retirement date is equal to the actuarial equivalent of his account balance as of his benefit commencement date.
Late retirement	
• Eligibility	After age 65
• Benefit	Participants who work past Normal Retirement continue to earn benefits under the plan.
Deferred vested	
• Eligibility	Vested
• Benefit	Upon termination of employment, a vested Participant may elect to receive a benefit which is the actuarial equivalent of his account balance, or the participant may elect to defer receipt of the benefit.
Disability	
• Eligibility	A Participant is fully vested upon permanent disability.
• Benefit	Upon permanent disability, a Participant may elect to receive a benefit which is the actuarial equivalent of his account balance.
Pre-retirement death	
• Eligibility	A Participant's account becomes fully vested upon death.
• Benefit	A beneficiary may elect within one year of the Participant's death to receive an immediate benefit which is the actuarial equivalent of the Participant's account balance or the beneficiary may elect to defer receipt of the benefit.
Unpredictable contingent event benefits	None
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	Qualified joint & survivor annuity

Schedule SB, Part V — Summary of Plan Provisions

• Optional forms	<ul style="list-style-type: none"> a) Lump sum distribution b) Life annuity c) 50% joint and survivor annuity d) 75% joint and survivor annuity e) 100% joint and survivor annuity f) An annuity for a certain number of years (not to exceed 10) g) Life annuity with 10 years guaranteed
• Actuarial equivalence	<p><u>Annual rate of interest:</u> The applicable interest rates prescribed under Section 417(e)(3) of the Code by the Commissioner of the Internal Revenue Service for the November of the year prior to commencement.</p> <p><u>Mortality:</u> The applicable mortality table prescribed under Section 417(e)(3) of the Code by the Commissioner of the Internal Revenue Service.</p>

Miscellaneous

• Maximum compensation	<p>Compensation for any 12-month period used to determine accrued benefits may not exceed the limits in IRC Section 401(a)(17) for the calendar year in which the 12-month period begins. This limit is indexed annually; however, the limit was frozen at \$230,000 effective January 1, 2009. Effective December 31, 2016, the plan was amended to freeze all future accruals and thus the maximum compensation limit will no longer be applicable after this date.</p>
• Maximum benefits	<p>Annual benefits may not exceed the limits in IRC Section 415.</p>

LEGACY OPR PLAN PROVISIONS THROUGH DECEMBER 31, 2010**Definitions**

• Eligibility for Membership	<p>All Employees are eligible to participate in the plan commencing on the January 1 or the July 1 following the completion of either six consecutive months of full-time employment or one Year of Service. A Year of Service is the first twelve months of employment or any subsequent plan year during which an Employee is paid for 1,000 or more hours.</p>
• Compensation	<p>Regular salary or wages including bonus, overtime and commissions but excluding moving and relocation expenses, imputed income from group life insurance and executive long term disability benefits, payments related to the exercise of stock options, and other irregular or non-recurring forms of compensation. In no event will compensation be used in excess of the compensation limit defined by Section 401(a)(17) of the Internal Revenue Code. Effective December 31, 2016, the plan was amended to freeze all future accruals and thus compensation is no longer applicable after this date.</p>
• Five Year Average Compensation	<p>Compensation averaged over the five consecutive Years of Vesting Service which produce the highest average.</p>

Schedule SB, Part V — Summary of Plan Provisions**Normal Retirement**

• Eligibility	Later of the attainment of age 65 or the fifth anniversary of the date of participation.
• Retirement Benefit	<p>Calculated under (A), (B) or (C), whichever is applicable:</p> <p>(A) For a Participant who is credited with one Hour of Service on or after January 1, 2002 and who is an active Employee of the Company and who has 5 or more Years of Vesting Service on January 1, 2002, an amount equal to the sum of the Participant's Retirement Account Balance and his Prior Plan Accrued Benefit but not less than his Grandfathered Accrued Benefit.</p> <p>(B) For a Participant who is credited with one Hour of Service on or after January 1, 2002 and who is an active Employee of the Company and who has less than 5 Years of Vesting Service on January 1, 2002, an amount equal to the sum of the Participant's Retirement Account Balance and his Prior Plan Accrued Benefit.</p> <p>(C) For a Participant who was not credited with one Hour of Service on or after January 1, 2002, an amount equal to his Prior Plan Accrued Benefit.</p>
• Retirement Account Balance	<p>The sum of the Pay Credits and Interest Credits allocated to the Participant's Retirement Account, as follows:</p> <p><u>Pay Credit:</u> An annual allocation of 4% of Compensation will be credited to the Participant's Retirement Account as of the last day of each Plan Year beginning on or after January 1, 2002.</p> <p><u>Interest Credits:</u> As of the last day of each Plan Year beginning on or after January 1, 2002, an annual Interest Credit will be paid equal to the lesser of i) 8% and ii) the average rate for ten-year U.S. Treasury bills for the month of November of the previous plan year. Interest Credits are earned until the account is distributed.</p> <p>The benefit payable will be the annuity equivalent of the Retirement Account Balance at date of determination based on mortality as designated by IRC Section 417(e) and PPA segment interest rates for lump sums for the month of November of the previous Plan Year.</p>
• Grandfathered Accrued Benefit	<p>For participants that had 5 years of service as of January 1, 2002; an annual amount equal to the greater of the Regular Benefit and the Minimum Benefit, as determined below:</p> <p><u>Regular Benefit:</u> [(2% of Five Year Average Compensation) - (0.65% Social Security Covered Compensation)] x [Years of Benefit Service (up to a maximum of 25)]</p>

Schedule SB, Part V — Summary of Plan ProvisionsMinimum Benefit (for employees hired before 1/1/1997):

The greater of (A) or (B) below:

(A) [3% of Five Year Average Compensation] x [Years of Benefit Service (up to 10) completed before 1/1/1997]

(B) [(2.5% of Five Year Average Compensation) - (.65% Social Security Covered Compensation)] x [Years of Benefit Service (up to a maximum of 20)]

- **Prior Plan Accrued Benefit** An annual amount calculated in the manner of the Grandfathered Accrued Benefit as if the Participant had terminated employment on December 31, 2001 or, if earlier, on the date his employment actually terminated.

Pension Benefits at Early Retirement

- **Eligibility** The third anniversary of the date of participation.
- **Retirement Benefit** The same as the benefits payable for Normal Retirement, with the Grandfathered Accrued Benefit and the Prior Plan Accrued Benefit reduced for commencement of benefits prior to the Participant's Normal Retirement Date. Both benefits shall be reduced 5/9% for each of the first 60 months that the Participant's Early Retirement Date precedes his or her Normal Retirement Date and 5/18% for the next 120 months that the Participant's Early Retirement Date precedes his or her Normal Retirement Date, and thereafter on the basis of mortality determined in accordance with the UP-1984 Table and 8% interest.
- **Disability Benefit** Upon the termination of a Participant's employment as the result of a physical or mental disability, the participant shall have a 100% nonforfeitable right to his Retirement Account Balance and shall be entitled to the actuarial equivalent of the Prior Plan Accrued Benefit.

Vested Benefits

- **Eligibility** All Participants who terminate after completing three Years of Vesting Service.
- **Benefit** Same as for Early Retirement.

Pre-Retirement Death Benefit

- **Eligibility** All Participants who die after completing three Years of Vesting Service.
- **Benefit**

Married Participants:

If the Participant was credited with an Hour of Service on or after January 1, 2002, the surviving spouse shall receive an annuity for life equal to the greater of (A) and (B) below, where:

(A) is the sum of i) the Prior Plan Accrued Benefit calculated as of the day prior to the death of the participant in the form of a 50% joint and survivor annuity; and ii) an annuity payable for the life of the spouse that is the actuarial equivalent of the participant's Retirement Account Balance; and

(B) is the amount which would have been payable to the spouse had the participant terminated employment on the day prior to death and

Schedule SB, Part V — Summary of Plan Provisions

had commenced receiving his Grandfathered Accrued Benefit in the form of a 50% joint and survivor annuity.

If the Participant was not credited with an Hour of Service on or after January 1, 2002, his spouse shall receive an amount equal to that which would have been payable had the participant terminated employment on the day prior to death, survived to age 50 (or age at death, if later), and commenced receiving the Grandfathered Accrued Benefit in the form of a 50% joint and survivor annuity.

Unmarried Participants:

If the Participant was not married at death, the designated beneficiary shall be entitled to the lump sum equal to the Participant's Retirement Account Balance.

Post-Retirement Death Benefit	As provided by the normal form of benefit or by the election of an optional form of benefit.
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Form of Benefits

• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional Forms	a) Lump sum distributions b) 50% joint and survivor annuity c) 66 2/3% joint and survivor annuity d) 75% joint and survivor annuity e) 100% joint and survivor annuity f) Life annuity with 10 years guaranteed

Benefits included or excluded

Unless noted below, all benefits provided by the plan, as restated and amended through January 1, 2023, are included in this valuation:

- **Most recent plan amendments included:** All amendments adopted through December 31, 2022.
- **Plan amendments excluded:** None.
- **Late retirement increases:**
 - Cash balance participants over normal retirement age are valued with continued interest credits.
 - Legacy OPR participants over normal retirement age are valued including late retirement actuarial increases on their final average pay benefit, if any, and continued interest credits on their cash balance benefit.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations, as applicable.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-

Schedule SB, Part V — Summary of Plan Provisions

and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding**Additional benefits included or excluded**

- **IRC Section 436 benefit restrictions:**
 - *Unpredictable contingent event benefits:* N/A
 - *Plan amendments:* N/A
 - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
 - *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.
- **Scheduled benefit increases:** N/A
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

None

**Ogilvy & Mather Account Balance
Defined Benefit Continuation Pension Plan**

Schedule Pursuant to Department of Labor Requirements
December 31, 2023

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

EIN #: 13-2555496
Plan #: 005

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	MUTUAL FUND	SHARES / UNITS		
	Allspring Government Money Market Fund	12,720,489	\$ 12,720,489	\$ 12,720,489
	COMMON/COLLECTIVE TRUSTS			
*	BlackRock Long Duration Corporate Credit Screened Non-Lendable Fund	4,904,750	92,504,244	90,818,836
*	BlackRock Intermediate Government Bond Index Fund	936,453	43,147,306	42,640,489
*	BlackRock MSCI ACWI IMI Index Fund	556,959	11,330,827	16,981,731
*	BlackRock Long Term Government Bond Index Fund	177,288	15,071,127	14,188,995
*	BlackRock Short-Term Investment Fund	2,697	2,896	2,896
*	BlackRock MSCI Equity Index Fund - Russia	491	1	3
	Total Common/Collective Trusts		<u>162,056,401</u>	<u>164,632,950</u>
	Total Assets (Held at End of Year)		<u>\$ 174,776,890</u>	<u>\$ 177,353,439</u>

* - Denotes a party-in-interest as defined by ERISA.

Schedule SB, line 25 — Change in Method

The interest rate methodology was updated to use the full yield curve in lieu of the segment rates beginning with the January 1, 2023 valuation. Automatic approval for this change in method is available under regulation section 1.430(h)(2)-1(e).

Schedule SB, line 24 — Change in Actuarial Assumptions

- The interest crediting rate assumption for the Alternate Account Balance was updated from 3.50% to 4.25% and the Frozen Account Balance was updated from 4.25% to 4.75%.
- Administrative expenses are generally assumed to be the same as the prior year actual expenses adjusted for any significant anticipated changes, including in PBGC premiums and estimated trust payable vendor fees. The resulting administrative expense assumption for 2023 is \$625,000.