

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A** This return/report is for:
 - a multiemployer plan
 - a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
 - a single-employer plan
 - a DFE (specify) _____
- B** This return/report is:
 - the first return/report
 - the final return/report
 - an amended return/report
 - a short plan year return/report (less than 12 months)
- C** If the plan is a collectively-bargained plan, check here. ▶
- D** Check box if filing under:
 - Form 5558
 - automatic extension
 - special extension (enter description)
 - the DFVC program
- E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶

Part II Basic Plan Information—enter all requested information

1a Name of plan <u>CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN</u>	1b Three-digit plan number (PN) ▶ <u>001</u>
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN</u> <u>CLTE PENSION</u> <u>JOINT BOARD OF TRUSTEES</u> <u>10334 ELLISON CIRCLE</u> <u>OMAHA, NE 68134-1024</u>	1c Effective date of plan <u>01/01/1967</u>
2b Employer Identification Number (EIN) <u>47-6049397</u>	2c Plan Sponsor's telephone number <u>402-491-3751</u>
2d Business code (see instructions) <u>238900</u>	

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including 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.	06/20/2025	RON KAMINSKI
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	06/23/2025	RON FUCINARO
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2024)
v. 240311

3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN JOINT BOARD OF TRUSTEES 10334 ELLISON CIRCLE OMAHA, NE 68134-1024		3b Administrator's EIN 47-6049397	
		3c Administrator's telephone number 402-491-3751	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN	
		4d PN	
5 Total number of participants at the beginning of the plan year		5	2872
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....			
		6a(1)	926
		6a(2)	884
		6b	1206
		6c	721
		6d	2811
		6e	174
		6f	2985
		6g(1)	
		6g(2)	
		6h	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	97

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1B

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

9a Plan funding arrangement (check all that apply)		9b Plan benefit arrangement (check all that apply)	
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust	(4) <input type="checkbox"/> General assets of the sponsor
(3) <input checked="" type="checkbox"/> Trust	(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor	

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules		b General Schedules	
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)	(2) <input type="checkbox"/> I (Financial Information – Small Plan)	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached _____
(2) <input checked="" type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(4) <input checked="" type="checkbox"/> C (Service Provider Information)	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)	(6) <input type="checkbox"/> G (Financial Transaction Schedules)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary			
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____			
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)			

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 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE MB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

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

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

1a Enter the valuation date: Month 01 Day 01 Year 2024

b Assets		
(1) Current value of assets	1b(1)	<u>136997532</u>
(2) Actuarial value of assets for funding standard account	1b(2)	<u>145175976</u>
c (1) Accrued liability for plan using immediate gain methods	1c(1)	<u>163835221</u>
(2) Information for plans using spread gain methods:		
(a) Unfunded liability for methods with bases	1c(2)(a)	
(b) Accrued liability under entry age normal method	1c(2)(b)	
(c) Normal cost under entry age normal method	1c(2)(c)	
(3) Accrued liability under unit credit cost method	1c(3)	<u>150100612</u>
d Information on current liabilities of the plan:		
(1) Amount excluded from current liability attributable to pre-participation service (see instructions)	1d(1)	
(2) "RPA '94" information:		
(a) Current liability	1d(2)(a)	<u>261752702</u>
(b) Expected increase in current liability due to benefits accruing during the plan year	1d(2)(b)	<u>11443780</u>
(c) Expected release from "RPA '94" current liability for the plan year	1d(2)(c)	<u>10759704</u>
(3) Expected plan disbursements for the plan year	1d(3)	<u>10759704</u>

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

SIGN HERE <u>JOEL E. STEWART</u> Type or print name of actuary <u>MILLIMAN, INC.</u> Firm name <u>1400 WEWATTA ST. SUITE 900 DENVER, CO 80202</u> Address of the firm	<u>06/06/2025</u> Date <u>23-06534</u> Most recent enrollment number <u>303-672-9003</u> Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

2 Operational information as of beginning of this plan year:

a Current value of assets (see instructions)	2a	136997532
b "RPA '94" current liability/participant count breakdown:	(1) Number of participants	(2) Current liability
(1) For retired participants and beneficiaries receiving payment	1211	114565418
(2) For terminated vested participants	729	67371273
(3) For active participants:		
(a) Non-vested benefits		12430455
(b) Vested benefits		67385556
(c) Total active	925	79816011
(4) Total	2865	261752702
c If the percentage resulting from dividing line 2a by line 2b(4), column (2), is less than 70%, enter such percentage	2c	52.34 %

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

(a) Date (MM/DD/YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM/DD/YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
06/30/2024	8657534				
			Totals ▶	3(b)	3(c)
				8657534	
(d) Total withdrawal liability amounts included in line 3(b) total					3(d)
					0

4 Information on plan status:

a Funded percentage for monitoring plan's status (line 1b(2) divided by line 1c(3)).....	4a	96.7 %
b Enter code to indicate plan's status (see instructions for attachment of supporting evidence of plan's status). If entered code is "N," go to line 5	4b	N
c Is the plan making the scheduled progress under any applicable funding improvement or rehabilitation plan?		<input type="checkbox"/> Yes <input type="checkbox"/> No
d If the plan is in critical status or critical and declining status, does line 1(c) reflect any benefit reductions for the first time (see instructions)?		<input type="checkbox"/> Yes <input type="checkbox"/> No
e If line d is "Yes," enter the reduction in liability resulting from the reduction in benefits (see instructions), measured as of the valuation date	4e	
f If the plan is in critical status or critical and declining status, and is: • Projected to emerge from critical status within 30 years, enter the plan year in which it is projected to emerge; • Projected to become insolvent within 30 years, enter the plan year in which insolvency is expected and check here <input type="checkbox"/> • Neither projected to emerge from critical status nor become insolvent within 30 years, enter "9999."	4f	

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

a <input type="checkbox"/> Attained age normal	b <input checked="" type="checkbox"/> Entry age normal	c <input type="checkbox"/> Accrued benefit (unit credit)	d <input type="checkbox"/> Aggregate
e <input type="checkbox"/> Frozen initial liability	f <input type="checkbox"/> Individual level premium	g <input type="checkbox"/> Individual aggregate	h <input type="checkbox"/> Shortfall
i <input type="checkbox"/> Other (specify):			
j If box h is checked, enter period of use of shortfall method	5j		
k Has a change been made in funding method for this plan year?		<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
l If line k is "Yes," was the change made pursuant to Revenue Procedure 2000-40 or other automatic approval?		<input type="checkbox"/> Yes	<input type="checkbox"/> No
m If line k is "Yes," and line l is "No," enter the date (MM/DD/YYYY) of the ruling letter (individual or class) approving the change in funding method	5m		

6 Checklist of certain actuarial assumptions:

a Interest rate for "RPA '94" current liability.....	6a	2.82 %
b Rates specified in insurance or annuity contracts.....	Pre-retirement	Post-retirement
	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A
c Mortality table code for valuation purposes:		
(1) Males	6c(1)	A A
(2) Females	6c(2)	AF AF
d Valuation liability interest rate	6d	7.25 % 7.25 %
e Salary scale	6e	% <input checked="" type="checkbox"/> N/A
f Withdrawal liability interest rate:		
(1) Type of interest rate	6f(1)	<input checked="" type="checkbox"/> Single rate <input type="checkbox"/> ERISA 4044 <input type="checkbox"/> Other <input type="checkbox"/> N/A
(2) If "Single rate" is checked in (1), enter applicable single rate	6f(2)	4.75 %
g Estimated investment return on actuarial value of assets for year ending on the valuation date	6g	5.5 %
h Estimated investment return on current value of assets for year ending on the valuation date	6h	14.2 %
i Expense load included in normal cost reported in line 9b	6i	<input type="checkbox"/> N/A
(1) If expense load is described as a percentage of normal cost, enter the assumed percentage.....	6i(1)	%
(2) If expense load is a dollar amount that varies from year to year, enter the dollar amount included in line 9b.....	6i(2)	614053
(3) If neither (1) nor (2) describes the expense load, check the box	6i(3)	<input type="checkbox"/>

7 New amortization bases established in the current plan year:

(1) Type of base	(2) Initial balance	(3) Amortization Charge/Credit
1	6795735	706723
3	516682	53732

8 Miscellaneous information:

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

9 Funding standard account statement for this plan year:

Charges to funding standard account:

a Prior year funding deficiency, if any	9a	
b Employer's normal cost for plan year as of valuation date.....	9b	3133339

c Amortization charges as of valuation date:

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

	Outstanding balance	
9c(1)	61842771	8165273
9c(2)		
9c(3)		

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

9d	819149
9e	12117761

e Total charges. Add lines 9a through 9d.....
Credits to funding standard account:

- f** Prior year credit balance, if any.....
- g** Employer contributions. Total from column (b) of line 3.....

9f	24482891
9g	8657534

h Amortization credits as of valuation date.....

	Outstanding balance	
9h	18700635	3886885

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

9i	2368583
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j Full funding limitation (FFL) and credits:

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

9j(1)	58401829
9j(2)	99001153

- k (1)** Waived funding deficiency
- (2)** Other credits

9j(3)	
9k(1)	
9k(2)	

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

9l	39395893
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m Credit balance: If line 9l is greater than line 9e, enter the difference

9m	27278132
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n Funding deficiency: If line 9e is greater than line 9l, enter the difference

9n	
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o Current year's accumulated reconciliation account:

- (1) Due to waived funding deficiency accumulated prior to the current plan year.....
- (2) Due to amortization bases extended and amortized using the interest rate under section 6621(b) of the Code:
 - (a) Reconciliation outstanding balance as of valuation date
 - (b) Reconciliation amount (line 9c(3) balance minus line 9o(2)(a)).....
- (3) Total as of valuation date.....

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

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

10	0
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11 Has a change been made in the actuarial assumptions for the current plan year? If "Yes," see instructions

Yes No

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

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

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

DEBOER & ASSOCIATES, PC

17330 WRIGHT ST. STE. 100
OMAHA, NE 68130

47-0836395

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10		33083	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

WEINBERG & WEINBERG, PC

9290 W DODGE RD STE 205
OMAHA, NE 68114

47-0561017

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29		8688	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

MILLIMAN

71 S WACKER DR 31ST FLOOR
CHICAGO, IL 60606

47-0675641

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11		59881	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

BRIDGEWAY

3000 SOUTH LENOLA RD
MAPLE SHADE, NJ 08052

23-2182079

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15		56927	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

FIDUCIARY MANAGEMENT

100 E WISCONSIN AVE 2200
MILWAUKEE, WI 53202

39-1346018

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28		76663	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

LARRY MURRAY

10334 ELLISON CIR
OMAHA, NE 68134

47-0469477

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
30 14		72414	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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)

SEGAL MARCO ADVISORS

550 WEST WASHINGTON BLVD
CHICAGO, IL 60661

13-2646110

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
17		5000	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

PAT ELLIOTT

10334 ELLISON CIR
OMAHA, NE 68134

47-0469477

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
30		43746	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

MORGAN STANLEY - SMITH BARNEY

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

11-3658445

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 64 49 15 71 50 99 72 33 27		396818	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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)

PROLOAN BOND FUND

1509A BELLEVILLE ST
RICHMOND, VA 23230

26-3436991

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28		14462	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

SYDNEY BARTON

10334 ELLISON CIR
OMAHA, NE 68134

47-0469477

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
30		49777	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

IRENE MARQUEZ

10334 ELLISON CIR
OMAHA, NE 68134

47-0469477

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
30		49777	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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)

BLACKROCK

95-4766779

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28		48031	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

YOUNG & WHITE

8742 FREDERICK STREET
OMAHA, NE 68124

47-0473529

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29		8761	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

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: KEVIN M. CAMPE	b EIN: 91-0675641
c Position: ACTUARY	
d Address: 71 S. WACKER DR 31ST FL. CHICAGO, IL 60606	e Telephone:

Explanation: DUE TO CHANGES WITHIN MILLIMAN STAFF, THE PLAN'S ENROLLED ACTUARY HAS CHANGED FROM KEVIN M. CAMPE TO JOEL E. STEWART.

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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN</u>	D Employer Identification Number (EIN) <u>47-6049397</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>PROLOAN BOND FUND LLC</u>		
b Name of sponsor of entity listed in (a): <u>RICHMOND CAPITAL MANAGEMENT</u>		
c EIN-PN <u>26-3436991-001</u>	d Entity code <u>E</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4158928</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)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 CONTRACTORS LABORERS TEAMSTERS & ENGINEERS PENSION PLAN	D Employer Identification Number (EIN) 47-6049397

Part I	Asset and Liability Statement
---------------	--------------------------------------

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	1243193	1034678
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	808869	914707
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	238984	290523
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	5510789	4295524
(2) U.S. Government securities	1c(2)	7106270	8574279
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	10286193	11837795
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	66043348	69317396
(5) Partnership/joint venture interests	1c(5)	4766825	10519250
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)	4074587	4158928
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	36938637	38033563
(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	112679	89885
f Total assets (add all amounts in lines 1a through 1e).....	1f	137130374	149066528
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	132842	142807
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	132842	142807
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	136997532	148923721

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)	8699425	
(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)		8699425
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	28683	
(B) U.S. Government securities.....	2b(1)(B)	305682	
(C) Corporate debt instruments.....	2b(1)(C)	546116	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)	189256	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1069737
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	1074044	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	1386799	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2460843
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	43869224	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	41309812	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		2559412
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	6647780	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		-34976
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		1494169
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		22896390

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	9769313	
(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)		9769313
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)	227661	
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	10167	
(4) IQPA audit fees	2i(4)	22915	
(5) Investment advisory and investment management fees	2i(5)	535339	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	61339	
(8) Legal fees	2i(8)	13695	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	763	
(11) Other expenses.....	2i(11)	329009	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1200888
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		10970201

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		11926189
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **DEBOER & ASSOCIATES, PC**

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

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		2000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
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 550342.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
--	---	---

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

Part I	Distributions
---------------	----------------------

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

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

1	
---	--

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 47-6049397

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	4
---	---

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

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

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

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

Part III	Amendments
-----------------	-------------------

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer **JE DUNN CONSTRUCTION**

b EIN **44-0229405**

c Dollar amount contributed by employer **1893283**

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

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

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

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

a Name of contributing employer **PATRIOT CRANE & RIGGING**

b EIN **45-4295633**

c Dollar amount contributed by employer **1164931**

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month **09** Day **30** Year **2026**

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

(1) Contribution rate (in dollars and cents) **8.54**

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

a Name of contributing employer **M.A. MORTENSON**

b EIN **41-0740923**

c Dollar amount contributed by employer **494423**

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

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

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

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

a Name of contributing employer **KIEWIT BUILDING GROUP**

b EIN **20-3184744**

c Dollar amount contributed by employer **438682**

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

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

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

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

a Name of contributing employer **FUCINARO EXCAVATING**

b EIN **47-0529509**

c Dollar amount contributed by employer **330630**

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

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

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

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

a Name of contributing employer **INFRA SOURCE CONSTRUCTION**

b EIN **51-0324810**

c Dollar amount contributed by employer **313281**

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month **12** Day **31** Year **2099**

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

(1) Contribution rate (in dollars and cents) **6.00**

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

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

b EIN **83-4463501** **c** Dollar amount contributed by employer **284922**

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 **BADGER DAYLIGHTING CORP**

b EIN **88-0411466** **c** Dollar amount contributed by employer **213457**

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month **09** Day **30** Year **2026**

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

(1) Contribution rate (in dollars and cents) **8.54**

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

a Name of contributing employer **BERKEL & CO.**

b EIN **48-0650969** **c** Dollar amount contributed by employer **207281**

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 **CASTLE CONTRACTING**

b EIN **43-1708145** **c** Dollar amount contributed by employer **203829**

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: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	0
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	0
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	0

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

a The corresponding number for the plan year immediately preceding the current plan year	15a	1.08
b The corresponding number for the second preceding plan year	15b	1.06

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

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

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

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

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

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

a Enter the percentage of plan assets held as:
 Public Equity: 59.5 % Private Equity: _____ % Investment-Grade Debt and Interest Rate Hedging Assets: 27.6 %
 High-Yield Debt: 4.4 % Real Assets: 7.2 % Cash or Cash Equivalents: 1.3 % Other: _____ %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

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

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

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

Yes.

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

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

No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

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

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

Design-based safe harbor method

"Prior year" ADP test

"Current year" ADP test

N/A

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

CLT&E Pension Plan

FINANCIAL STATEMENTS AND
SUPPLEMENTARY INFORMATION

YEARS ENDED
December 31, 2024 and 2023

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

INDEPENDENT AUDITORS' REPORT

Board of Trustees
CLT&E Pension Plan
Omaha, NE

Opinion

We have audited the accompanying financial statements of CLT&E Pension Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of CLT&E Pension Plan as of December 31, 2024 and 2023, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

Supplemental Schedules Required by ERISA

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of assets (held at end of year) and reportable transactions are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards.

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

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

De Boer + Associates, PC

June 12, 2025

CLT&E PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2024 AND 2023

	2024	2023
ASSETS		
Investments at fair value (Notes 2 and 5):		
U.S. government and federal agency securities	\$ 8,574,279	\$ 7,106,270
Exchange-traded funds	31,110,273	28,940,332
Corporate bonds	11,837,795	10,286,193
Common and preferred stocks	69,317,396	66,043,348
Money market funds	4,295,524	5,510,789
Mutual funds	6,923,290	7,998,305
Investment partnerships	14,678,178	8,841,412
Total investments	146,736,735	134,726,649
Cash and cash equivalents	1,034,678	1,243,193
Receivables & Prepays:		
Employer contributions (Note 2)	914,707	808,869
Accrued interest and dividends	290,523	238,984
Prepaid expenses	74,671	95,046
Total receivables	1,279,901	1,142,899
Fixed assets, at cost (Note 2):		
Computer hardware	13,415	12,886
Computer software	115,492	115,492
Furniture and equipment	35,091	35,091
Less: accumulated depreciation	(148,784)	(145,836)
Fixed assets, net	15,214	17,633
Total assets	149,066,528	137,130,374
LIABILITIES		
Accounts payable	18,287	7,604
Reciprocal contributions payable	92,222	78,175
Due to health and welfare fund (Note 8)	32,298	47,063
Total liabilities	142,807	132,842
Net Assets Available for Benefits	\$ 148,923,721	\$ 136,997,532

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

CLT&E PENSION PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	2024	2023
Additions to plan assets attributed to		
Employer contributions	\$ 8,657,534	\$ 8,481,528
Investment income:		
Net appr. (depr.) in fair value of investments	10,666,386	14,724,598
Interest	1,076,714	571,672
Dividends	2,453,865	2,386,835
Total investment income (loss)	14,196,965	17,683,105
Less: investment management fees	(535,339)	(495,141)
Net investment income (loss)	13,661,626	17,187,964
Other income (Note 10)	41,891	13,852
Total additions	22,361,051	25,683,344
Deductions from plan assets attributed to		
Pension benefits paid	9,769,313	9,756,982
Administrative Expenses	665,549	661,792
Total deductions	10,434,862	10,418,774
Net increase during year	11,926,189	15,264,570
Net assets available for benefits		
Beginning of year	136,997,532	121,732,962
End of year	\$ 148,923,721	\$ 136,997,532

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

CLT&E PENSION PLAN
NOTES TO FINANCIAL STATEMENTS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

NOTE 1 – DESCRIPTION OF THE PLAN

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

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

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

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

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Use of Estimates

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

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. For more information on fair value measurements see Note 5.

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

Property and Equipment

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

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, *Continued*

Revenue Recognition

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

Date of Management's Review

Subsequent events were evaluated through June 12, 2025, which is the date the financial statements were available to be issued.

NOTE 3 – FUNDING POLICY

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

NOTE 4 – PROCEDURES IN EVENT OF TERMINATION OF PLAN

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

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

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

NOTE 5 – FAIR VALUE MEASUREMENTS

The framework for measuring fair values provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described as follows:

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 5 – FAIR VALUE MEASUREMENTS, Continued

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

Level 2 Inputs to the valuation methodology include:

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

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

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

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

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

Certain U.S. government and federal agency securities are valued at the closing price reported in the active market in which the security is traded. Other U.S. government and federal agency securities are valued based on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar securities, the security is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

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

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

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 5 – FAIR VALUE MEASUREMENTS, Continued

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

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at Fair Value as of December 31, 2024 and 2023:

Assets at Fair Value as of December 31, 2024				
	Total	Level 1	Level 2	Level 3
US Government & Federal Agency	\$ 8,574,279	\$ 6,154,042	\$ 2,420,237	\$ -
Exchange-Traded Funds	31,110,273	31,110,273	-	-
Corporate Bonds and Notes	11,837,795	-	11,837,795	-
Common and Preferred Stocks	69,317,396	69,317,396	-	-
Money Market Funds	4,295,524	4,295,524	-	-
Mutual Funds	6,923,290	6,923,290	-	-
Total assets in fair value hierarchy	\$ 132,058,557	\$ 117,800,525	\$ 14,258,032	\$ -
Investments measured at NAV	14,678,178			
Total Investments at Fair Value	\$ 146,736,735			

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

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 5 – FAIR VALUE MEASUREMENTS, Continued

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

The following table summarizes investments measured at fair value based on net asset value (NAVs) per shares at December 31, 2024 and 2023 with redemption restrictions:

Investment	Fair Value 12/31/2024	Fair Value 12/31/2023	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period	Holdback Provision
Investment Partnership - Intercontinental Real Estate Fund ¹	\$ 4,504,326	\$ 4,766,825	N/A	Quarterly	90 days before the end of the quarter	None
Investment Partnership - ProLoan Bond Fund, LLC	\$ 4,158,928	\$ 4,074,587	N/A	Last business day of every month	10 business days	See Below ²
Blackstone Infrastructure Partners - V Feeder L.P. ³	\$ 6,014,924	\$ -	N/A	Redemption is not allowed for the first 3 years of holding the investment. Therefore, the Plan cannot request a redemption until at least September 30, 2027.		None

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

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

³Blackstone Infrastructure Partners – V Feeder L.P. investment objective is to invest in privately negotiated control or control-oriented infrastructure investments, as well as investments in public-private partnership infrastructure projects, primarily in North America. The Fund will participate in infrastructure investments alongside its parallel account, Blackstone Infrastructure Partners - P L.P. ("BIP-P") and its affiliated alternative investment vehicles ("BIP-P AIVs" and together with BIP-P, "BIP-P Fund") and may also include one or more other accounts (each, an "Other Parallel Account" and together with BIP-P Fund and the Fund, the "Program Participants"). The Program Participants hold investments through their ownership interests in certain investment vehicles and holding companies (collectively, investment vehicles and holding companies the "Aggregator Fund") all of which are affiliated entities.

NOTE 6 – RISKS AND UNCERTAINTIES

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

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

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 6 – RISKS AND UNCERTAINTIES, Continued

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

At December 31, 2024, the book balance of deposits in local banks was \$1,034,678 while the bank balance was \$1,053,907, of which \$803,907 was not insured by the Federal Depository Insurance Company (“FDIC”).

NOTE 7 – ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

The last actuarial valuations were prepared by the Plan’s consulting actuaries as of January 1, 2024 and January 1, 2023 and are summarized in the following tables.

Statements of Accumulated Benefits

	January 1, 2024	January 1, 2023
Actuarial present value of accumulated plan benefits		
Vested benefits:		
Participants receiving benefits	\$ 81,140,297	\$ 81,399,540
Participants not presently receiving benefits	68,903,208	63,013,976
	150,043,505	144,413,516
Non vested benefits:		
Non vested accumulated benefits	5,732,573	4,118,609
Total actuarial present value of accumulated benefits	\$ 155,776,078	\$ 148,532,125

Statements of Changes in Accumulated Benefits

	Period Ended January 1, 2024	Period Ended January 1, 2023
Actuarial present value of accumulated benefits as of January 1, 2023 and 2022	\$ 148,532,125	\$ 146,393,392
Increase (decrease) during the period attributable to:		
Change due to reduction in discount period	10,397,507	10,243,249
Change due to benefits paid	(10,418,774)	(10,396,299)
Change due to benefit accruals and actuarial gains	7,265,220	2,291,783
Net increase	7,243,953	2,138,733
Actuarial present value of accumulated benefits as of January 1, 2024 and 2023	\$ 155,776,078	\$ 148,532,125

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

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

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

The actuarial present value of accumulated plan benefits is determined by an actuary and is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money. The significant actuarial assumptions used in the valuations as of January 1, 2024 and 2023 were:

- 1) Retirement age – For January 1, 2024 and 2023: Retirement age of 70 or upon completion of service requirement if later, with 15% retirement rates for ages 55-60, 25% retirement rates for ages 61 to 64, and 50% retirement rate for ages 65 to 69.
- 2) Interest – 7.25%
- 3) Mortality – For January 1, 2024 and 2023:
 - Non-retired participants: RP2014 Blue Collar Employee Male and Female Mortality Tables adjusted to reflect Mortality Improvement Scale MP-2015 from the 2006 base year and projected forward using MP-2015 on a generational basis with ages set forward 2 years.
 - Retired participants: RP2014 Blue Collar Annuitant Male and Female Mortality Tables adjusted to reflect Mortality Improvement Scale MP-2015 from the 2006 base year and projected forward using MP-2015 on a generational basis with ages set forward 2 years.
 - Disabled Participants: RP-2014 Disabled Mortality fully projected using Scale MP2015 with ages set forward 2 years, separate tables for males and females.
- 4) Asset Valuation Method – Five year smoothing of actual market return versus assumed return. The actuarial value of assets cannot be less than 80% or more than 120% of the market value of the assets.
- 5) Actuarial Cost Method – Entry Age Normal Actuarial Cost Method.
- 6) Future Contributions Assumption – For January 01, 2024, all active participants are assumed to work 1,400 hours per year with contributions of \$6.40 per hour made on their behalf.

Actuarial assumption changes since the prior year valuation include:

- For current liability purposes, the interest rate was changed to 2.82% from 2.19% in accordance with IRS guidance. (The statutory mortality tables also have been updated as required by law.)
- The withdrawal liability interest rate changed to 4.75% from 5.00%
- The future contribution assumption changed from an assumption that active participants would work 1,450 hours per year with contributions of \$6.00 per hour made on their behalf, to the assumption that active participants would work 1,400 hours per year with contributions of \$6.40 per hour made on their behalf.

The last actuarial reports as of January 1, 2024 and January 1, 2023 indicated the following unfunded actuarial accrued liability for the plan:

	<u>January 1, 2024</u>	<u>January 1, 2023</u>
Actuarial accrued liability	\$ 163,835,221	\$ 155,423,394
Fund balance-actuarial current value	145,175,976	139,514,159
Unfunded actuarial accrued liability	<u>\$ 18,659,245</u>	<u>\$ 15,909,235</u>

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 8 – RELATED PARTY TRANSACTIONS

Joint administrative and operating expenses are paid for by the Contractors, Laborers, Teamsters, and Engineers Health and Welfare Fund and then an allocation of the expenses is made to the Plan, who reimburses the Health and Welfare Fund. As of December 31, 2024 and 2023, the Plan owed administrative expenses of \$32,298 and \$47,063, respectively, to the Health and Welfare Fund.

NOTE 9 – TAX STATUS

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

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

NOTE 10 – SETTLEMENT INCOME

In August 2023, the Plan received funds totaling \$13,852 from LEBPCT relating to a pipe line agreement settlement. The funds received were related to hours worked in 2017 and 2018 and were recorded with other income. In August 2024, the Plan received an additional \$41,891 and this is also recorded with other income on the December 31, 2024 financial statements. No additional funds are expected to be received after December 31, 2024.

NOTE 11 – CONTRIBUTIONS TO MULTIEMPLOYER EMPLOYEE BENEFIT PLANS

Defined Benefit Pension Plan

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

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

CLT&E PENSION PLAN NOTES TO FINANCIAL STATEMENTS

NOTE 11 – CONTRIBUTIONS TO MULTIEMPLOYER EMPLOYEE BENEFIT PLANS, Continued

Defined Benefit Pension Plan, Continued

The Plan’s participation in this plan for the years ended December 31, 2024 and 2023 is outlined in the following table. The “EIN/Pension Plan Number” column provides the Employer Identification Number (EIN) and the three-digit plan number. The zone status included in the table is based on the certified information received from the plan. Among other factors, plans in the red zone generally are less than 65 percent funded, plans in the yellow zone are less than 80 percent funded, and plans in the green zone are at least 80 percent funded. The “FIP/RP Status Pending/Implemented” column indicates plans for which a funding improvement plan (FIP) or a rehabilitation plan (RP) is either pending or has been implemented. In addition to regular plan contributions, the Plan may be subject to a surcharge if the Plan is in the red zone. The “Surcharge Imposed” column indicates whether a surcharge has been imposed on contributions to the Plan. There have been no significant changes that affect the comparability of 2024 and 2023 contributions.

Pension Fund	EIN/Pension Plan Number	Pension Protection Act Zone Status		FIP/RP Status Pending/Implemented	Contractor Contributions		Surcharge Imposed	Expiration Date of Collective-Bargaining Agreement(s) ¹
		2024	2023		2024	2023		
CLT&E Pension Plan	47-6049397, 001	Green	Green	No	\$ 36,833	\$ 35,955	No	See Below
				Total Contributions	\$ 36,833	\$ 35,955		

¹ The Plan is not party to a collective-bargaining agreement, but rather is able to contribute to the Plan through Participation Agreements, which do not expire.

Contributions are made monthly under the terms of a participation agreement, which does not have an expiration date. The Plan was not listed in the previous Plan’s Form 5500 as providing more than 5% of the total contributions for the Plan years ended December 31, 2024 and 2023.

Welfare Plan That Provides Postretirement Benefits

The Plan’s office employees are covered by the CLT&E Health Plan that provides medical benefits to retirees and to eligible employees and their dependents. Contributions to this plan for the years ended December 31, 2024 and 2023 totaled \$31,690 and \$28,927, respectively.

CLT&E PENSION PLAN
SCHEDULE OF ADMINISTRATIVE EXPENSES
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
Administrative expenses:		
Administrator's salary	\$ 54,605	\$ 52,055
Clerical salaries	104,533	111,954
Fringe benefits (Note 11)	68,523	64,881
Accounting fees	33,082	30,077
Actuarial fees	61,339	54,551
Attorney fees	13,695	19,588
Bond and insurance	180,980	175,503
Conferences	763	2,489
Consulting fees	5,000	5,000
Data processing	66,384	60,318
Depreciation	5,564	5,327
Dues and subscriptions	997	2,494
Office supplies	14,612	21,322
Postage	7,019	8,075
Rent	19,465	19,167
Repairs and maintenance	5,313	5,424
Payroll taxes	12,174	12,796
Taxes - other	4,580	3,793
Telephone	3,782	3,350
Utilities	3,139	3,628
	<u>665,549</u>	<u>661,792</u>
Total administrative expenses	<u>\$ 665,549</u>	<u>\$ 661,792</u>

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b) <u>Identity of Issuer, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of investment including maturity date, rate of interest, collateral, par, or maturity value</u>		(d) <u>Cost</u>	(e) <u>Current Value</u>
		<u>Interest Rate</u>	<u>Maturity</u>		
US Government and Federal Agency Securities:					
	United States Treasury Bill	0.000%	2/6/2025	\$ 146,710	\$ 149,386
	United States Treasury Note	4.375%	11/30/2028	516,143	513,401
	United States Treasury Note	3.875%	8/5/2033	427,081	429,542
	United States Treasury Note	4.625%	4/30/2029	820,998	821,256
	United States Treasury Note	4.125%	11/15/2027	878,178	878,347
	United States Treasury Note	1.375%	11/15/2031	282,244	282,038
	United States Treasury Note	4.375%	7/15/2027	1,032,950	1,018,976
	United States Treasury Note	3.750%	5/31/2030	284,627	280,824
	United States Treasury Note	4.500%	5/15/2024	773,002	779,116
	United States Treasury Note	1.875%	2/15/2032	508,842	506,668
	United States Treasury Note	3.250%	6/30/2029	494,446	494,488
	Federal National Mtg Assn Pool 896017	6.500%	8/1/2036	186	191
	Federal National Mtg Assn Pool Ma4761	5.000%	9/1/2052	262,217	260,698
	Federal National Mtg Assn Pool Ma4625	3.500%	6/1/2052	73,253	72,277
	Federal National Mtg Assn Pool Ma4699	3.500%	8/1/2052	68,281	69,206
	Federal National Mtg Assn Pool Ma4978	5.000%	4/1/2053	56,169	55,438
	Federal National Mtg Assn Pool Ma5294	5.000%	3/1/2054	685,716	682,512
	FHLMC 30 Yr Gold Sd2253	3.500%	12/1/2052	593,069	575,345
	FHLMC 30 Yr Gold Sd8214	3.500%	5/1/2052	113,947	113,660
	FHLMC 30 Yr Gold Sd8221	3.500%	6/1/2052	102,962	101,129
	FHLMC 30 Yr Gold Sd8341	5.000%	7/1/2053	203,061	203,039
	FHLMC 30 Yr Gold Sd8349	5.500%	8/1/2053	287,824	286,742
	Total US Government and Federal Agency Securities			\$ 8,611,906	\$ 8,574,279
Exchange-Traded Funds:					
			<u>Quantity</u>		
	Ishares Short Duration Bond		121,276	\$ 6,077,114	\$ 6,124,438
	SPDR Bloomberg 1-3 months T-B		7,904	722,932	722,663
	Vanguard S&P 500 ETF		16,020	6,534,904	8,631,736
	Vanguard Total Bond Market		217,375	15,693,114	15,631,436
	Total Exchanged-Traded Funds			\$ 29,028,064	\$ 31,110,273
Corporate Bonds:					
		<u>Interest Rate</u>	<u>Maturity</u>		
	Abbvie Inc	2.950%	11/21/2026	\$ 278,934	\$ 286,677
	Advance Auto Parts Inc	5.900%	3/9/2026	61,014	61,515
	Advance Auto Parts Inc	5.950%	3/9/2028	57,456	61,511
	Aecom	5.125%	3/15/2027	60,175	58,566
	Air Lease Corp	3.250%	10/1/2029	275,733	287,772
	American Axle & Manufacturing Inc	6.500%	4/1/2027	63,244	62,399
	American Electric Power Co Inc	5.625%	3/1/2033	284,401	282,047
	Amgen Inc	5.250%	3/2/2030	287,740	285,694
	Asbury Automotive Group Inc	4.500%	3/1/2028	61,638	62,303
	Asbury Automotive Group Inc	4.750%	3/1/2030	60,794	61,724
	Ball Corp	6.000%	6/15/2029	59,507	60,493
	Ball Corp	4.875%	3/15/2026	63,810	64,708
	Ball Corp	6.875%	3/15/2028	57,330	58,298
	Bank Of America Corp Fxd To 072031 Var Thrafr 2.2990%	2.299%	7/21/2032	279,823	291,150
	Bank Of America Corp Fxd To 072036 Var Thrafr 1.7340%	1.734%	7/22/2027	279,976	290,790
	Bath & Body Works Inc	6.750%	7/1/2036	62,512	63,975
	Bath & Body Works Inc	5.250%	2/1/2028	58,081	60,170
	Boeing Co/The	2.196%	2/4/2026	278,962	290,933
	Boeing Co/The	5.150%	5/1/2030	64,732	64,233
	Boyd Gaming Corp	4.750%	12/1/2027	60,856	59,941
	Capital One Financial Corp Fxd To 022029 Var Thrafr 5.7%	5.700%	2/1/1930	313,915	307,142
	Carpenter Technology Corp	6.375%	7/15/2028	61,603	61,112
	Carpenter Technology Corp	7.625%	3/15/2030	57,995	59,314
	Cco Holdings Llc / Cco Holdings Capital Corp	4.500%	5/1/2032	60,587	61,071
	Celanese Us Holdings Llc	6.950%	11/15/2033	69,784	68,537
	Charles Schwab Corp/The Fxd To 062026 Var Thrafr 4%	4.000%	Perpetual	139,542	147,168
	Charter Communications Operati Ng Llc / Charter Communication	5.375%	5/1/2047	60,738	62,447

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b) <u>Identity of Issuer, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of investment including maturity date, rate of interest, collateral, par. or maturity value</u>		(d) <u>Cost</u>	(e) <u>Current Value</u>
		<u>Interest Rate</u>	<u>Maturity</u>		
Corporate Bonds (continued):					
	Century Communities Inc	6.750%	6/1/2027	\$ 56,185	\$ 55,032
	Chemours Co/The	5.375%	5/15/2027	64,952	63,565
	Citigroup Inc Fxd To 012027 Var Thrafrtr 3.8870%	3.887%	1/10/2028	417,770	429,388
	Cleveland-Cliffs Inc	5.875%	6/1/2027	59,869	59,660
	Commercial Metals Co	3.875%	2/15/2031	57,640	57,584
	Commercial Metals Co	4.375%	3/15/1932	56,575	55,632
	Credit Acceptance Corp	6.625%	3/15/2026	60,063	59,998
	Crowdstrike Holdings Inc	3.000%	2/15/2029	58,903	61,890
	Crown Americas Llc / Crown Americas Capital Corp V	4.250%	9/30/2026	56,106	57,711
	Crown Americas Llc	5.250%	4/1/2030	57,584	58,392
	Crown Cork & Seal Co Inc	7.375%	12/15/2026	63,832	59,632
	Dcp Midstream Operating Lp	5.375%	7/15/2025	35,790	36,045
	Delta Air Lines Inc	7.375%	1/15/2026	61,424	58,281
	Edison International	5.750%	6/15/2027	140,730	141,384
	Enact Holdings Inc	6.250%	5/28/2029	67,093	66,199
	Encompass Health Corp	4.500%	2/1/2028	60,947	60,861
	Encompass Health Corp	4.750%	2/1/2030	60,783	61,665
	Energy Transfer Lp	5.250%	4/15/2029	279,539	283,285
	Enlink Midstream Partners Lp	4.850%	7/15/2026	58,106	59,876
	Expand Energy Corp	5.375%	2/1/2029	58,238	59,103
	Firstenergy Corp	2.050%	3/1/2025	61,696	63,579
	Firstenergy Corp	3.900%	7/15/2027	60,079	60,432
	Fluor Corp	4.250%	9/15/2028	59,559	58,021
	Ford Motor Co	4.346%	12/8/2026	57,884	59,094
	Ford Motor Co	9.625%	4/22/2030	57,359	56,613
	Frontier Florida Llc	6.860%	2/1/2028	64,640	65,440
	General Motors Financial Co Inc	5.400%	4/6/2026	59,791	60,365
	Goldman Sachs Group Inc Fxd To 052028 Var Thrafrtr 4.2230%	4.223%	5/1/2029	296,879	289,932
	Griffon Corp	5.750%	3/1/2028	58,957	58,832
	Hb Fuller Co	4.250%	10/15/2028	58,554	59,172
	Hca Inc	5.200%	6/1/2028	283,541	282,808
	Hca Inc	5.375%	2/1/2025	61,443	60,011
	Hexcel Corp	4.200%	2/15/2027	5,575	5,869
	Hillenbrand Inc	3.750%	3/1/1931	57,918	56,848
	Hilton Domestic Operating Co Inc	4.875%	1/15/1930	61,014	59,471
	Hilton Worldwide Finance Llc / Hilton Worldwide Finance Corp	4.875%	4/1/2027	116,796	118,537
	Howmet Aerospace Inc	5.900%	2/1/2027	57,698	58,213
	Howmet Aerospace Inc	6.750%	1/15/2028	54,921	52,373
	Kroger Co/The	5.000%	9/15/1934	295,648	284,131
	Lamar Media Corp	3.750%	2/15/2028	58,642	60,956
	Lamar Media Corp	4.875%	1/15/2029	60,221	59,563
	Macy'S Retail Holdings Llc	4.500%	12/15/1934	14,883	16,699
	Mgm Resorts International	6.500%	4/15/1932	63,040	61,898
	Mgm Resorts International	5.500%	4/15/2027	60,291	59,570
	M/I Homes Inc	4.950%	2/1/2028	64,145	62,791
	Murphy Oil Usa Inc	4.750%	9/15/2029	61,523	61,760
	Nrg Energy Inc	5.750%	1/15/2028	57,194	59,913
	Olin Corp	5.000%	2/1/1930	59,285	60,232
	Olin Corp	5.625%	8/1/2029	64,616	62,369
	Onemain Finance Corp	9.000%	1/15/2029	57,848	60,496
	Pacific Gas And Electric Co	5.450%	6/15/2027	59,352	60,722
	Patterson-Uti Energy Inc	3.950%	2/1/2028	60,313	62,161
	Pbf Holding Co Llc / Pbf Finance Corp	6.000%	2/15/2028	35,774	36,508
	Penske Automotive Group Inc	3.750%	6/15/2029	62,963	61,866
	Penske Automotive Group Inc	3.500%	9/1/2025	60,875	61,256
	Pg&E Corp	5.250%	7/1/1930	60,615	63,554
	Pilgrim'S Pride Corp	6.250%	7/1/1933	58,217	61,117
	Pilgrim'S Pride Corp	4.250%	4/15/1931	63,434	62,656
	Qvc Inc	5.450%	8/15/1934	20,910	12,329
	Radian Group Inc	6.200%	5/15/2029	61,285	62,650
	Range Resources Corp	4.875%	5/15/2025	64,445	63,835

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		<u>Interest Rate</u>	<u>Maturity</u>		
Corporate Bonds (continued):					
	Regal Rexnord Corp	6.050%	2/15/2026	\$ 61,295	\$ 61,579
	Rhp Hotel Properties Lp / Rhp Finance Corp	4.750%	10/15/2027	64,772	62,873
	Royal Caribbean Cruises Ltd	3.700%	3/15/2028	59,225	63,561
	Sabine Pass Liquefaction Llc	5.000%	3/15/2027	282,653	283,580
	Sba Communications Corp	3.875%	2/15/2027	63,339	63,273
	Sba Communications Corp	3.125%	2/1/2029	61,734	63,185
	Seagate Hdd Cayman	4.875%	6/1/2027	58,780	60,095
	Seagate Hdd Cayman	5.750%	12/1/1934	61,687	62,550
	Service Corp International/Us	5.125%	6/1/2029	61,166	60,261
	Shea Homes Limited Partnership A California Lp	4.750%	2/15/2028	59,056	61,251
	Six Flags Entertainment Corp	5.375%	4/15/2027	58,594	59,321
	Sm Energy Co	6.625%	1/15/2027	62,594	61,921
	Sm Energy Co	6.750%	9/15/2026	64,099	64,024
	Spirit Aerosystemsinc	3.850%	6/15/2026	62,172	63,484
	Sprint Capital Corp	6.875%	11/15/2028	64,950	64,783
	Sprint Llc	7.625%	3/1/2026	19,024	16,351
	Teleflex Inc	4.625%	11/15/2027	57,875	58,187
	Tenet Healthcare Corp	6.125%	6/15/1930	57,038	60,519
	Tenet Healthcare Corp	6.125%	10/1/2028	44,539	46,913
	Toronto-Dominion Bank/The	4.693%	9/15/2027	282,154	286,359
	Transdigm Inc	5.500%	11/15/2027	63,177	63,943
	Travel + Leisure Co	6.600%	10/1/2025	59,135	57,166
	Tri Pointe Homes Inc	5.700%	6/15/2028	63,526	62,527
	United Rentals North America Inc	5.250%	1/15/2030	60,803	62,325
	United Rentals North America Inc	4.000%	7/15/2030	62,524	61,159
	Us Bancorp Fxd To 112031 Var Thrafrtr 2.4910%	2.491%	11/3/2026	280,373	291,610
	Usa Compression Partners Lp / Usa Compression Finance Corp	6.875%	9/1/2027	57,948	59,195
	Viatrix Inc	2.700%	6/22/1930	294,193	289,841
	Vital Energy Inc	9.750%	10/15/1930	60,088	58,051
	Warnermedia Holdings Inc	4.279%	3/15/1932	63,886	62,586
	Wells Fargo & Co Fxd To 032027 Var Thrafrtr 3.526%	3.526%	3/24/2028	418,271	429,603
	Western Digital Corp	4.750%	2/15/2026	61,169	63,383
	Xpo Cnw Inc	6.700%	5/1/2034	58,209	61,485
	Yum! Brands Inc	5.375%	4/1/2032	57,548	59,167
	Yum! Brands Inc	4.625%	1/31/2032	62,039	60,169
	Total Corporate Bonds			\$ 11,742,469	\$ 11,837,795

	<u>Number of Shares</u>			
Common and Preferred Stocks:				
ABB LTD ADR (ABBNY)	1,030	\$	34,283	\$ 55,770
ADIDAS AG (ADDYY)	320		31,356	39,233
ADVANCED MICRO DEVICES (AMD)	713		76,122	86,123
ADYEN N V UNSPONSRED ADR (ADYEY)	1,689		46,360	25,132
AGILYSYS INC (AGYS)	869		91,849	114,456
AIA GROUP LTD SPON ADR (AAGIY)	1,994		87,233	57,808
AIA GROUP LTD SPON ADR (AAGIY)	4,355		190,419	126,256
AIR LIQUIDE ADR (AIQUY)	1,234		30,450	40,103
AIR PROD & CHEM INC (APD)	601		169,779	174,314
AIRBUS SE UNSPONSORED ADR (EADSY)	5,101		158,293	204,392
AJINOMOTO INC ADR (AJINY)	1,126		37,785	46,227
AKZO NOBEL NV ADR (AKZOY)	9,638		242,457	192,818
ALARM COM HLDGS INC COM (ALRM)	2,746		160,313	166,957
ALIBABA GROUP HLDG LTD (BABA)	153		18,614	12,973
ALIBABA GROUP HLDG LTD (BABA)	2,936		438,231	248,943
ALLIANZ SE ADR (ALIZY)	1,996		44,151	61,157
ALPHABET INC CL C (GOOG)	7,367		958,073	1,402,970
ALSTOM ADR (ALSMY)	150,117		303,288	335,211
AMADEUS IT GROUP S.A ADR (AMADY)	412		28,685	29,096
AMADEUS IT GROUP S.A ADR (AMADY)	372		26,608	26,271
AMAZON COM INC (AMZN)	7,432		1,125,071	1,630,505

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		<u>Number of Shares</u>		
	Common and Preferred Stocks (continued):			
	AMER INTL GP INC NEW (AIG)	4,187	\$ 101,429	\$ 304,814
	AMERICAN ELEC PWR CO INC (AEP)	1,009	84,681	93,060
	ANGLO AMERN PLC SPONSORED ADR (NGLOY)	3,344	47,986	49,501
	ANHEUSER BUSCH INBEV SA SPON (BUD)	467	27,638	23,383
	ANHEUSER BUSCH INBEV SA SPON (BUD)	2,814	148,041	140,897
	AON PLC CL A (AON)	122	40,392	43,818
	APPFOLIO INC CL A (APPF)	1,032	113,687	254,615
	APPLE INC (AAPL)	7,031	1,086,602	1,760,702
	APPLIED IND TECH INC (AIT)	568	43,271	136,019
	APPLIED IND TECH INC (AIT)	178	43,600	42,626
	APTARGROUP INC (ATR)	1,287	139,173	202,188
	ARAMARK HOLDINGS CORPORATION(ARMK)	10,274	381,973	383,323
	ARCELORMITTALCL A NY REGISTRY (MT)	4,480	103,902	103,622
	ARGENX SE ADR (ARGX)	80	31,947	49,232
	ARROW ELECTRONICS (ARW)	3,424	358,315	387,323
	ASHTAD GROUP PLC ADR (ASHTY)	125	36,676	30,563
	ASM INTERNATIONAL NV (ASMIY)	41	25,413	23,689
	ASML HOLDING NV NY REG NEW (ASML)	351	243,377	243,271
	ASML HOLDING NV NY REG NEW (ASML)	168	137,031	116,437
	ASTRAZENECAPLC ADR (AZN)	1,043	29,274	68,337
	ASTRAZENECAPLC ADR (AZN)	1,026	64,746	67,224
	ASTRAZENECAPLC ADR (AZN)	3,487	227,963	228,468
	AT&T INC (T)	5,712	108,677	130,062
	ATLISSIAN CORPORATIONCL A (TEAM)	368	56,116	89,564
	AXA ADS (AXAHY)	2,703	63,860	96,059
	BAE SYS PLC SPON ADR (BAESY)	612	36,995	35,211
	BANCO BILBAO VIZ ARG SA ADS (BBVA)	5,888	56,631	57,231
	BANCO BRADESCO S A NEW (BBD)	11,071	28,618	21,146
	BANK RAKYAT INDONESIA ADR (BKRKY)	8,607	133,068	109,094
	BARCLAYS PLC ADR (BCS)	23,668	183,387	314,548
	BARRICK GOLD CORP (GOLD)	2,806	53,274	43,493
	BAXTER INTL INC (BAX)	10,472	450,096	305,364
	BEACON ROOFING SUPPLY INC (BECN)	2,905	163,822	295,090
	BEIGENE LTD (BGNE)	52	17,723	9,545
	BERKELEY GROUP HLDGS PLC ADR (BKGFY)	5,166	66,909	50,467
	BILL HOLDINGS INC (BILL)	1,308	121,131	110,801
	BIO-TECHNE CORP (TECH)	3,714	290,901	267,519
	BJS WHSL CLUB HLDGS INC (BJ)	4,436	308,832	396,357
	BNP PARIBAS SP ADR REPSTG (BNPQY)	2,961	83,165	90,787
	BP PLC ADS (BP)	12,726	364,390	376,181
	BP PLC ADS (BP)	695	22,728	20,544
	BP PLC ADS (BP)	6,234	206,787	184,277
	BRIGHT HORIZONS FAMILY SOLUT (BFAM)	981	77,257	108,744
	BRITISH AMER TOB SPON ADR (BTI)	7,047	242,024	255,947
	BRITISH AMER TOB SPON ADR (BTI)	1,289	48,002	46,816
	BRITISH AMER TOB SPON ADR (BTI)	2,708	89,963	98,355
	BROOKFIELD CORP CL A (BN)	925	44,521	53,141
	BUNZL PLC NEW (BZLFY)	1,644	33,212	33,932
	BYD COMPANY LTD UNSPON ADR (BYDDY)	1,075	75,561	73,789
	CANADIAN NATURAL RESOURCES LTD (CNQ)	3,285	71,942	101,408
	CANADIAN PACIFIC KANSAS CITY (CP)	3,095	240,786	223,985
	CAPITEC BANK HOLDINGS LTD ADR (CKHGY)	1,588	62,652	131,885
	CAPGEMINI S E UNSPONSORED ADR (CGEMY)	1,164	41,364	37,783
	CARDINAL HEALTH INC (CAH)	3,886	301,942	459,597
	CARLISLE CO INC (CSL)	562	120,671	207,288
	CARMAX INC (KMX)	1,904	111,404	155,671
	CARREFOUR SA SPONSORED ADR (CRRFY)	23,060	86,185	65,583
	CARVANA CO CL A (CVNA)	1,413	108,635	287,348
	CASELLA WASTE SYS INC CL A (CWST)	1,875	170,962	198,394
	CENOVUS ENERGY INC COM (CVE)	4,910	70,757	74,387

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Common and Preferred Stocks (continued):				
	CHARLES RIVER LABS INTL INC (CRL)	924	\$ 188,178	\$ 170,570
	CHARLES SCHWAB NEW (SCHW)	1,018	73,961	75,342
	CHECK POINT SOFTWARE TECH LTD (CHKP)	386	67,640	72,066
	CHINA MERCHANTS BK CO LTD UNSP (CIHKY)	6,383	217,141	164,343
	CHIPOTLE MEXICAN GRILL INC COM (CMG)	3,900	132,632	235,170
	CHUBB LTD (CB)	704	143,673	194,515
	CISCO SYS INC (CSCO)	4,260	186,217	252,192
	CITIGROUP INC NEW (C)	7,972	391,733	561,149
	CNH INDUSTRIAL N V (CNH)	6,603	76,971	74,812
	COGNIZANT TECH SOLUTIONS CL A (CTSH)	3,614	205,517	277,917
	COLGATE PALMOLIVE CO (CL)	885	67,365	80,455
	COMCASTCORP (NEW) CLASS A (CMCSA)	8,810	277,915	330,639
	COMPAGNIE DE ST GOBAIN UNSP (CODYY)	8,657	143,851	153,644
	COMPASS GROUP PLC SPD ADR (CMPGY)	1,462	30,513	48,742
	CONSTELLATIONBRANDS INC CL A (STZ)	344	87,592	76,024
	CONSTELLATIONENERGY CORP (CEG)	532	59,048	119,014
	CORE & MAIN INC CL A (CNM)	6,567	197,944	334,326
	CORE & MAIN INC CL A (CNM)	5,806	171,239	295,583
	COSAN S A ADR (CSAN)	5,605	84,074	30,491
	COUPANG INC CL A (CPNG)	875	18,676	19,233
	CRH PLC (CRH)	455	18,186	42,097
	CROWN CASTLE INC (CCI)	1,989	201,305	180,522
	CSW INDUSTRIALS INC (CSWI)	521	120,556	183,809
	CTS CORPORATION(CTS)	2,776	125,991	146,378
	CVS HEALTH CORP COM (CVS)	7,322	428,200	328,685
	DAIICHI SANKYO CO LTD SPON ADR (DSNKY)	3,788	93,802	104,897
	DANAHER CORPORATION(DHR)	363	90,048	83,327
	DANONE SPONSORED ADR (DANOY)	3,491	44,994	47,080
	DANONE SPONSORED ADR (DANOY)	5,882	62,594	79,325
	DBS GROUP HOLDINGS LTD SP (DBSDY)	409	35,864	52,431
	DESCARTES SYSTEMS GROUP INC (DSGX)	1,959	151,655	222,542
	DEUTSCHE TELEKOM AG ADR (DETEGY)	4,605	87,495	137,763
	DIAGEO PLC SPON ADR NEW (DEO)	541	82,630	68,777
	DIAGEO PLC SPON ADR NEW (DEO)	1,311	205,855	166,667
	DISCO CORP ADR (DSCSY)	892	20,953	24,253
	DOLLAR GEN CORP NEW COM (DG)	2,295	349,624	174,007
	DOLLAR GEN CORP NEW COM (DG)	930	156,090	70,513
	DOMINION ENERGY INC (D)	1,583	88,048	85,260
	DONALDSON CO INC (DCI)	4,878	268,104	328,533
	DOUGLAS DYNAMICS INC COM (PLOW)	5,998	207,523	141,733
	DR ING H C F PORSCHE AG ADR (DRPRY)	4,566	29,331	27,620
	DSV AS ADR (DSDVY)	591	66,372	62,739
	EAGLE MATLS INC (EXP)	940	146,693	231,954
	EDENRED S A ADR (EDNMY)	1,130	29,865	18,576
	ELECTRONIC ARTS INC (EA)	1,548	214,375	226,472
	ELEVANCE HEALTH INC (ELV)	461	119,931	170,063
	ELEVANCE HEALTH INC (ELV)	198	100,558	73,042
	ELI LILLY & CO (LLY)	191	121,214	147,452
	ELI LILLY & CO (LLY)	707	219,146	545,804
	ENDAVA PLC ADR (DAVA)	2,329	196,894	71,966
	ENEL SOCIETA PER AZIONI ADR (ENLAY)	4,356	33,822	31,058
	ENEL SOCIETA PER AZIONI ADR (ENLAY)	24,440	153,568	174,257
	ENTAIN PLC ADR (GMVHY)	1,566	30,581	13,479
	ENTERGY CORP NEW (ETR)	2,274	129,686	172,415
	EPAM SYSTEMS (EPAM)	200	118,684	46,764
	ESSILORLUXOTTICAADR (ESLOY)	357	35,605	43,548
	EVERTEC INC (EVTC)	3,416	136,467	117,954
	EVOLUTION AB ADR (EVVTY)	387	47,813	29,869
	EXELON CORP (EXC)	3,867	151,483	145,554
	EXPONENT INC (EXPO)	1,719	173,112	153,163

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	Common and Preferred Stocks (continued):			
	FANUC CORPORATIONUNSP ADR (FANUY)	12,738	\$ 197,692	\$ 169,199
	FEDERAL SIGNAL CORP (FSS)	503	49,584	46,472
	FERRARI N V (RACE)	117	39,402	49,706
	FIDELITY NATIONAL FINANCIAL IN (FNF)	3,292	113,083	184,813
	FIDELITY NATL INFORMATION SE (FIS)	3,261	258,368	263,391
	FIRST CITIZ BANCSHARES A (FCNCA)	267	227,015	564,176
	FIRSTCASH HLDGS INC (FCFS)	2,900	247,130	300,440
	FLOOR & DECOR HLDGS INC CL-A (FND)	1,353	119,473	134,894
	FLUTTER ENTERTAINMENT PLC (FLUT)	424	47,519	109,583
	FORTREA HOLDINGS INC (FTRE)	1,770	62,708	33,011
	FORTUNE BRANDS INNOVATIONS INC (FBIN)	4,708	290,046	321,698
	FOX CORP CL A (FOXA)	2,240	79,874	108,819
	FUJITSU LTD ADR NEW (FJTSY)	2,016	28,383	35,911
	FUJITSU LTD ADR NEW (FJTSY)	7,687	121,234	136,929
	GALAXY ENTMT GROUP LTD ADR (GXYYY)	1,934	55,905	41,080
	GALLAGHER ARTHUR J & CO (AJG)	454	43,305	128,868
	GATES INDUSTRIAL CORP PLC (GTES)	17,133	199,543	352,426
	GE AEROSPACE NEW (GE)	693	49,205	115,585
	GE VERNOVA INC (GEV)	391	54,645	128,612
	GENERAL MTRS CO (GM)	6,080	175,444	323,882
	GENPACT LTD (G)	11,364	429,828	488,084
	GLENCORE PLC ADR (GLNCY)	15,767	174,452	139,569
	GLOBANT S.A (GLOB)	674	128,119	144,519
	GOLDMAN SACHS GRP INC (GS)	190	72,977	108,798
	GOOSEHEAD INSURANCE INC CLAS A (GSHD)	2,646	108,992	283,704
	GRUPO AEROPORTUARIODEL (PAC)	103	17,802	18,024
	GRUPO FINANCIERO BANORTE SAB (GBOOY)	2,219	76,754	71,694
	GSK PLC ADR (GSK)	4,861	175,905	164,399
	GUIDEWIRE SOFTWARE INC (GWRE)	1,531	116,695	258,096
	HAMILTON LANE CL A (HLNE)	1,867	149,665	276,409
	HASBRO INC (HAS)	3,117	159,071	174,271
	HAYWARD HLDGS INC (HAYW)	9,500	153,783	145,255
	HAYWARD HLDGS INC (HAYW)	11,980	184,892	183,174
	HDFC BANK LTD ADR (HDB)	1,024	71,592	65,393
	HDFC BANK LTD ADR (HDB)	5,182	347,871	330,923
	HEALTHQUITY INC COM (HQY)	2,195	139,301	210,610
	HEICO CORP CLASS A (HEI'A)	1,589	211,484	295,681
	HEIDELBERG MATERIALS AG ADR (HDLMY)	2,232	31,696	55,146
	HEIDELBERG MATERIALS AG ADR (HDLMY)	1,620	41,271	40,025
	HEINEKEN NV SPN ADR (HEINY)	2,544	108,024	90,488
	HENRY SCHEIN INC (HSIC)	5,558	414,787	384,614
	HERMES INTL SCA UNSPON ADR (HESAY)	40	5,570	9,581
	HESS CORPORATION(HES)	1,717	267,780	228,378
	HEWLETT PACKARD ENTERPRISE (HPE)	4,899	87,087	104,594
	HOULIHAN LOKEY INC CL A (HLI)	2,661	192,106	462,109
	HOYA CORP SPONS ADR (HOCOPY)	243	36,415	30,638
	HP INC COM (HPQ)	10,954	393,635	357,429
	HUMANA INC (HUM)	294	119,503	74,591
	HUMANA INC (HUM)	486	188,685	123,303
	ICICI BANK LTD (IBN)	2,350	49,611	70,171
	ICICI BANK LTD (IBN)	9,051	190,060	270,263
	INDUSTRIA DE DISENO TEXTIL IND (IDEXY)	2,018	34,324	51,865
	INFINEON TECHNOLOGIES AG (IFNNY)	4,714	169,649	153,276
	ING GROEP NV ADR (ING)	2,344	33,671	36,730
	ING GROEP NV ADR (ING)	5,988	70,081	93,832
	INSIGHT ENTERPRISES INC (NSIT)	1,885	187,401	286,709
	INTERCONTINENTAL EXCHANGE INC (ICE)	1,591	188,770	237,075
	INTERNATIONAL CONS AIRLS GRP (ICAGY)	7,018	52,750	53,070
	INTERNATIONAL FLAVORS&FRAGRANC(IFF)	1,126	90,413	95,203
	INTERPUBLIC GROUP OF COS INC (IPG)	4,123	129,598	115,526

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b) <u>Identity of Issuer, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of investment including maturity date, rate of interest, collateral, par, or maturity value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
		<u>Number of Shares</u>		
Common and Preferred Stocks (continued):				
	INTUIT INC (INTU)	196	\$ 90,528	\$ 123,186
	INTUITIVE SURGICAL INC (ISRG)	531	163,729	277,161
	ITAU UNIBANCO MULTIPLE ADR (ITUB)	4,365	25,081	21,650
	JBS S A SPON ADR (JBSAY)	1,576	10,859	18,521
	JD COM INC SPON ADR CL A (JD)	2,562	183,010	88,825
	JOHN BEAN TECHNOLOGIES CORP (JBT)	1,341	149,541	170,441
	JOHNSON CTLS INTL PLC (JCI)	2,741	181,380	216,347
	JPMORGAN CHASE & CO (JPM)	1,522	102,867	364,839
	JULIUS BAER GROUP LTD UN ADR (JBAXY)	5,498	60,221	71,177
	KADANT INC (KAI)	392	79,238	135,236
	KB FINANCIAL GRP INC SONS ADR (KB)	463	23,430	26,345
	KERING S A ADR NEW (PPRUY)	418	29,494	10,312
	KERING S A ADR NEW (PPRUY)	12,359	435,367	304,909
	KEURIG DR PEPPER INC COM (KDP)	3,685	120,096	118,362
	KIMBERLY CLARK CORP (KMB)	1,210	169,581	158,558
	KINGFISHER PLC SPONS ADR NEW (KGFHY)	12,060	72,425	75,122
	KINGSPAN GROUP PLC UNSPON ADR (KGSPY)	293	18,659	21,375
	KINSALE CAP GROUP INC (KNSL)	557	136,876	259,077
	KONINKLIJKE PHIL EL SP ADR NEW (PHG)	5,673	113,836	143,640
	KONINKLIJKE PHIL EL SP ADR NEW (PHG)	6,315	111,664	159,896
	KRAFT HEINZ CO COM (KHC)	10,044	379,358	308,451
	LABCORP HOLDINGS INC (LH)	1,064	215,901	243,996
	LEAR CORP (LEA)	902	114,630	85,419
	LEGAL & GENERAL PLC (LGGNY)	5,113	72,840	73,576
	LEIDOS HLDGS INC (LDOS)	1,211	105,622	174,457
	LEMAITRE VASCULAR INC (LMAT)	1,446	72,939	133,234
	LI NING COMPANY LTD ADR (LNNGY)	432	22,320	22,885
	LINDE PLC (LIN)	201	68,296	84,153
	LINDE PLC (LIN)	158	52,113	66,150
	LONDON STK EXCHANGE GROUP ADR (LNSTY)	1,084	26,533	38,301
	LONZA GROUP AG ZUERICH ADR (LZAGY)	535	40,351	31,631
	LVMH MOET HENNESSY LOUIS VUITT (LVMUY)	530	74,326	69,754
	L3HARRIS TECHNOLOGIES INC (LHX)	1,786	367,628	375,560
	MAKEMYTRIP LIMITED (MMYT)	537	56,289	60,294
	MANHATTAN ASSOC INC (MANH)	815	104,341	220,246
	MARSH & MCLENNAN COS INC (MMC)	531	89,449	112,790
	MASTERCARD INC CL A (MA)	884	313,687	465,488
	MEDPACE HOLDINGS, INC. (MEDP)	566	128,763	188,042
	MEDTRONIC PLC SHS (MDT)	4,325	357,779	345,481
	MEITUAN ADR (MPNGY)	1,030	50,398	40,230
	MEITUAN ADR (MPNGY)	4,809	289,698	187,830
	MERCADOLIBRE INC (MELI)	81	142,933	138,508
	META PLATFORMS INC CL A (META)	2,126	589,994	1,244,793
	MICRON TECH INC (MU)	1,136	71,902	95,606
	MICROSOFT CORP (MSFT)	897	189,266	378,086
	MICROSOFT CORP (MSFT)	5,116	1,589,945	2,156,393
	MID AMER APART COMM INC (MAA)	604	86,960	93,360
	MINTH GROUP LTD (MNTHY)	1,333	43,597	49,441
	MONGODB INC CL A (MDB)	292	131,380	67,981
	MONOLITHIC PWR SYSTEMS INC (MPWR)	183	97,333	108,281
	MORGAN STANLEY (MS)	710	68,948	89,261
	MORNINGSTAR INC COMMON (MORN)	664	158,195	223,609
	MTU AERO ENGINES AG (MTUAY)	418	40,628	69,687
	MURATA MANUFACTURING CO LTD (MRAAY)	9,063	82,936	73,800
	MURPHY USA INC COM (MUSA)	533	148,013	267,433
	NATWEST GROUP PLC ADR (NWG)	2,109	20,748	21,449
	NATWEST GROUP PLC ADR (NWG)	3,213	18,619	32,676
	NESTE OYJ ADR (NTOIY)	1,727	43,974	10,842
	NESTLE SPON ADR REP REG SHR (NSRGY)	773	97,829	63,870
	NETEASE.COM INC ADS (NTES)	296	29,820	26,406

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SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b) <u>Identity of Issuer, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of investment including maturity date, rate of interest, collateral, par, or maturity value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
		<u>Number of Shares</u>		
	Common and Preferred Stocks (continued):			
	NETFLIX INC (NFLX)	350	\$ 148,305	\$ 311,962
	NEWELL BRANDS INC (NWL)	6,405	130,791	63,794
	NINTENDO CO LTD ADR NEW (NTDOY)	2,433	33,575	35,595
	NINTENDO CO LTD ADR NEW (NTDOY)	7,793	103,746	114,012
	NOVANTA INC (NOVT)	1,422	226,455	217,239
	NOVO NORDISK A/S ADR (NVO)	2,271	124,732	195,351
	NU HLDGS LTD ORD SHS CL A (NU)	5,025	36,041	52,059
	NVENT ELECTRIC PLC (NVT)	3,559	102,102	242,581
	NVIDIA CORPORATION (NVDA)	16,815	476,786	2,258,085
	OLD DOMINION FREIGHT LINE (ODFL)	322	53,347	56,801
	ONEMAIN HOLDINGS, INC. (OMF)	4,792	239,291	249,807
	PERIMETER SOLUTIONS INC (PRM)	16,399	112,069	209,579
	PERNOD RICARD SA ADR (PRNDY)	783	36,386	17,675
	PFIZER INC (PFE)	2,730	78,473	72,427
	PG&E CORP (PCG)	9,005	154,338	181,721
	PHILIP MORRIS INTL INC (PM)	526	49,813	63,304
	PING AN INSURANCE ADR (PNGAY)	11,764	170,235	139,474
	PKO BANK POLSKI UNSPON ADR (PSZKY)	4,539	64,087	65,670
	PLEXUS CORP (PLXS)	2,120	187,840	331,738
	PPG INDUSTRIES INC (PPG)	1,093	142,341	130,559
	PRIMERICA INC (PRI)	1,138	159,574	308,876
	PROCORE TECHNOLOGIES INC (PCOR)	2,506	178,637	187,775
	PRUDENTIAL PLC ADR (PUK)	10,163	219,410	161,998
	PT BK CENT ASIA TBK ADR (PBCRY)	1,961	26,110	29,470
	PT BK MANDIRI PERSERO TBK UNSP (PPER)	2,603	29,460	36,874
	PT BK NEGARA INDONESIA UN ADR (PTBRY)	4,555	70,990	61,556
	RBC BEARINGS INC (RBC)	637	190,854	190,552
	RECKITT BENCKISER PLC SPNS ADR (RBGLY)	21,868	306,750	264,734
	RECRUIT HOLDINGS CO. LTD. ADR (RCRUY)	9,205	76,010	130,555
	RELX PLC SPONSORED ADR (RELX)	1,912	55,394	86,843
	RENESAS ELECTRONICS CORP ADR (RNECY)	34,037	280,569	221,615
	RENTOKIL INITIAL PLC ADR (RTO)	1,038	42,193	26,282
	REPLIGEN CP (RGEN)	1,652	285,479	237,789
	RHEINMETALL AG UNSPON ADR (RNMBY)	279	17,430	35,512
	RIO TINTO PLC SPON ADR (RIO)	706	46,745	41,520
	ROBERT HALF INC (RHI)	4,963	372,070	349,693
	ROCHE HOLDINGS ADR (RHHBY)	5,516	209,774	192,398
	ROLLS ROYCE HOLDINGS PLC (RYCEY)	4,633	26,501	32,992
	ROLLS ROYCE HOLDINGS PLC (RYCEY)	41,170	38,266	293,172
	ROPER TECHNOLOGIES INC (ROP)	195	90,129	101,371
	ROSS STORES INC (ROST)	877	101,336	132,664
	RTX CORPORATION(RTX)	2,511	179,687	290,573
	RWE AG SPONSORED ADR (RWEQY)	1,287	45,875	38,421
	RXSIGHT INC (RXST)	3,118	136,280	107,197
	RYANAIR HLDGS PLC ADR (RYAAY)	712	31,383	31,036
	S&P GLOBAL INC COM (SPGI)	175	73,406	87,155
	SAFRAN SA (SAFRY)	2,284	72,177	125,408
	SAGE GROUP PLC ADR NEW (SGPYY)	863	42,403	55,035
	SANOFI ADR (SNY)	6,522	311,106	314,556
	SANOFI ADR (SNY)	2,955	147,975	142,520
	SAP AG (SAP)	793	129,317	195,245
	SAP AG (SAP)	711	91,869	175,055
	SCHLUMBERGER LTD (SLB)	1,761	96,075	67,517
	SCHNEIDER ELEC SA UNSP ADR (SBGSY)	1,036	33,911	51,686
	SEA LIMITED ADR (SE)	1,108	277,665	117,559
	SEALED AIR CP NEW (SEE)	5,937	299,461	200,849
	SEMPRA (SRE)	2,897	207,983	254,125
	SERVICENOW INC (NOW)	355	178,666	376,343
	SERVICETITAN INC CL A (TTAN)	210	22,041	21,603
	SEVEN & I HLDGS CO LTD ADR (SVNDY)	2,987	38,226	47,269

CLT&E PENSION PLAN
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SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b) <u>Identity of Issuer, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of investment including maturity date, rate of interest, collateral, par, or maturity value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
		<u>Number of Shares</u>		
Common and Preferred Stocks (continued):				
	SHELL PLC ADR (SHEL)	4,589	\$ 273,220	\$ 287,501
	SHERWIN WILLIAMS COMPANY OHIO (SHW)	214	55,522	72,745
	SHIN ETSU CHEM CO LTD ADR (SHECY)	3,108	53,292	52,367
	SHINHAN FINANCIAL GROUP CO LTD (SHG)	1,066	44,761	35,050
	SHOPIFY INC (SHOP)	1,131	148,425	120,259
	SHOPIFY INC (SHOP)	960	37,801	102,077
	SIEMENS AKTIENGESSELLSCHAFT(SIEGY)	601	41,856	58,105
	SIEMENS HEALTHINEERS AG ADR (SMMNY)	1,274	34,085	33,772
	SIKA AG ADR (SXYAY)	887	25,944	21,121
	SIMPSON MANUFACTURING CO INC (SSD)	2,125	202,766	352,389
	SIMPSON MANUFACTURING CO INC (SSD)	743	84,345	123,212
	SITEONE LANDSCAPE SUPPLY INC (SITE)	1,286	201,406	169,456
	SKECHERS U S A INC CL A (SKX)	5,551	207,998	373,249
	SMC CORP JAPAN SPONSORED ADR (SMCAY)	2,141	60,517	42,353
	SMC CORP JAPAN SPONSORED ADR (SMCAY)	4,773	105,308	94,419
	SMITH & NEPHEW PLC ADR (SNN)	2,100	58,602	51,618
	SMURFIT WESTROCK LTD (SW)	755	33,236	40,664
	SOCIETE GENERALE SP ADR (SCGLY)	6,272	33,836	35,280
	SODEXO (SDXAY)	2,913	49,621	47,992
	SONOVA HLDG AG UNSP ADR (SONVY)	498	40,342	32,564
	SONY GROUP CORPORATIONADR (SONY)	14,673	265,447	310,481
	SONY GROUP CORPORATIONADR (SONY)	1,345	30,020	28,460
	SPS COMMERCE INC (SPSC)	941	172,168	173,135
	SS&C TECHNOLOGIES HLDGS INC (SSNC)	6,217	388,168	471,124
	STANDARD CHARTERED PLC ADR (SCBFY)	1,983	49,759	49,103
	STANDARD CHARTERED PLC ADR (SCBFY)	3,952	74,484	97,859
	STMICROELECTRONICSNV (STM)	580	27,544	14,483
	STRYKER CORP (SYK)	191	48,701	68,770
	SUNCOR ENERGY INC (SU)	4,542	154,855	162,059
	SYNOPSIS INC (SNPS)	375	129,784	182,010
	T-MOBILE US INC COM (TMUS)	709	102,786	156,498
	TAIWAN SMCNDCR MFG CO LTD ADR (TSM)	723	72,746	142,785
	TAIWAN SMCNDCR MFG CO LTD ADR (TSM)	1,736	187,723	342,843
	TAIWAN SMCNDCR MFG CO LTD ADR (TSM)	5,252	649,186	1,037,217
	TAKEDA PHARMACEUTCL CO LTD ADR (TAK)	2,255	32,464	29,856
	TDK CP ADR NEW (TTDKY)	3,106	21,245	40,959
	TECHTRONIC IND LTD SPONS ADR (TTNDY)	739	43,047	48,756
	TECK RESOURCES LTD (TECK)	1,907	88,926	77,291
	TENCENT HLDGS LTD UNSPON ADR (TCEHY)	1,962	100,520	104,339
	TENCENT HLDGS LTD UNSPON ADR (TCEHY)	2,113	90,110	112,369
	TENCENT HLDGS LTD UNSPON ADR (TCEHY)	11,128	633,554	591,787
	TFI INTL INC (TFII)	242	28,724	32,692
	TESLA INC (TSLA)	1,269	288,361	512,473
	THE CIGNA GROUP (CI)	526	109,652	145,250
	THERMO FISHER SCIENTIFIC (TMO)	196	104,210	101,965
	TIMKEN CO (TKR)	2,663	194,471	190,058
	TOKI MARINE HOLDING INS ADR (TKOMY)	1,124	34,878	40,966
	TOKYO ELECTRON LTD UNSPON ADR (TOELY)	570	45,467	43,858
	TOTALENERGIES SE SPONSORED ADS (TTE)	944	53,477	51,448
	TRANE TECHNOLOGIES PLC (TT)	159	24,872	58,727
	TREASURY WINE ESTATES LTD ADR (TSRY)	2,633	21,735	18,471
	TRIMAS CORP COM NEW (TRS)	5,584	160,019	137,311
	TRIP COM GROUP LTD ADR (TCOM)	870	41,848	59,734
	TRIP COM GROUP LTD ADR (TCOM)	1,528	78,381	104,912
	TRUPANION INC (TRUP)	2,646	153,662	127,537
	UBS GROUP AG SHS (UBS)	2,686	83,908	81,440
	UBS GROUP AG SHS (UBS)	1,912	60,664	57,972
	UNICREDIT SPA-ADR (UNCRY)	1,578	30,532	31,475
	UNICREDIT SPA-ADR (UNCRY)	7,033	31,334	140,280
	UNITEDHEALTH GP INC (UNH)	531	248,555	268,612

CLT&E PENSION PLAN
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SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b) Identity of Issuer, 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
		Number of Shares		
	Common and Preferred Stocks (continued):			
	UTD OVERSEAS BK LTD SPON ADR (UOVEY)	1,667	\$ 70,233	\$ 88,788
	UTZ BRANDS INC CL A (UTZ)	9,419	148,476	147,502
	VALE S.A (VALE)	4,092	49,870	36,296
	VALVOLINE INC COM (VVV)	9,411	328,102	340,490
	VERIZON COMMUNICATIONS (VZ)	6,165	258,103	246,538
	VISA INC CL A (V)	651	104,475	205,742
	VISA INC CL A (V)	1,767	394,778	558,443
	WABTEC CORP (WAB)	683	113,811	129,490
	WAL-MART DE MEXICO SA SPON ADR (WMMVY)	2,462	91,190	64,982
	WALT DISNEY CO HLDG CO (DIS)	938	90,194	104,446
	WD 40 COMPANY (WDFC)	495	88,910	120,127
	WEG S.A. SPONSORED ADR (WEGZY)	16,242	90,179	138,739
	WELLS FARGO & CO NEW (WFC)	9,981	322,697	701,065
	WHITE MOUNTAIN GRP BERMUDA (WTM)	106	118,719	206,176
	WILLIAMS CO INC (WMB)	2,814	73,201	152,294
	WILLIS TOWERS WATSON PLC LTD (WTW)	664	146,515	207,991
	WILLSCOT HLDGS CORP CL A (WSC)	2,181	80,167	72,954
	WNS HOLDINGS LIMITED (WNS)	2,750	209,591	130,323
	WOLTERS KLUWER NV SPON ADR (WTKWY)	205	30,682	34,049
	ZIONS BANCORPORATIONN A (ZION)	5,398	195,298	292,842
	ZOETIS INC CLASS-A (ZTS)	545	107,338	88,797
	Total Common and Preferred Stocks		\$ 55,717,214	\$ 69,317,396
	Money Market Funds:			
	Morgan Stanley Bank N/A		\$ 249,440	\$ 249,440
	Morgan Stanley Private Bank		2,239,855	2,239,855
	Invesco Prem US Govt Money Inst		313,716	313,716
	Federated Hermes Govt OBL AVR		1,492,513	1,492,513
	Total Money Market Funds		\$ 4,295,524	\$ 4,295,524
	Mutual Funds:			
	LM Martin Currie Smash Ser EM	327,087	\$ 4,086,739	\$ 2,855,468
	Victory Trivint Intl Sml Cap I	273,927	4,395,535	4,067,822
	Total Mutual Funds		\$ 8,482,274	\$ 6,923,290
	Investment Partnerships:			
	ProLoan Bond Fund, LLC		\$ 4,210,990	\$ 4,158,928
	Intercontinental Real Estate Fund		6,176,373	4,504,326
	Blackstone Infrastructure Partners - V Feeder L.P.		6,000,000	6,014,924
	Total Investment Partnerships		\$ 16,387,363	\$ 14,678,178
	Total Investments		\$ 134,264,814	\$ 146,736,735

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

**CLT&E PENSION PLAN
 EIN 47-6049397 PLAN 001
 SCHEDULE H, LINE 4J - SCHEDULE OF REPORTABLE TRANSACTIONS
 DECEMBER 31, 2024**

<u>(a)</u>	<u>(b)</u> <u>Description of Asset</u>	<u>(c)</u> <u>Purchase Price</u>	<u>(d)</u> <u>Selling Price</u>	<u>(g)</u> <u>Cost of Asset</u>	<u>(h)</u> <u>Current Value of Asset on Transaction Date</u>	<u>(i)</u> <u>Net Gain or (Loss)</u>
	VANGUARD TOTAL BOND MARKET	\$ 7,534,679		\$ 7,534,679	\$ 7,534,679	\$ -

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

Active Participants by Age and Service

The number of active participants summarized by attained age and years of credited service as of January 1, 2024 is shown below.

Age	Years of Credited Service										Total	
	0	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+		
0-24	30	56	3	-	-	-	-	-	-	-	-	89
25-29	15	78	19	1	-	-	-	-	-	-	-	113
30-34	23	81	23	5	-	-	-	-	-	-	-	132
35-39	17	77	23	5	9	-	-	-	-	-	-	131
40-44	12	51	22	6	8	4	2	-	-	-	-	105
45-49	12	41	28	9	5	3	2	1	-	-	-	101
50-54	8	33	15	1	10	4	5	4	-	-	-	80
55-59	6	12	12	2	12	8	14	8	1	-	-	75
60-64	1	16	19	2	18	9	5	4	-	1	-	75
65-69	1	8	6	2	3	1	-	-	-	2	-	23
70+	-	-	-	-	-	-	1	-	-	-	-	1
Total	125	453	170	33	65	29	29	17	1	3	-	925

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

Summary of Actuarial Methods

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

Actuarial Cost Method

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

The actuarial cost method used for determining the plan sponsor's FASB ASC Topic 960 accounting requirements and for current liability purposes (RPA '94) is the unit credit method. Under this method, an accrued benefit is determined to be paid at each active participant's assumed retirement age. The plan's normal cost is the sum of the present value of the portion of each active participant's benefit attributable to the current year of service. The plan's accrued liability is the sum of (a) the present value of the portion of each active participant's accrued benefit attributable to all prior years of service plus (b) the present value of each inactive participant's future benefits plus (c) for FASB ASC Topic 960 plan accounting, the present value of the administrative expenses. The present value of the administrative expenses for FASB ASC Topic 960 plan accounting was calculated by projecting the payment of expected administrative expenses for the duration of the Plan's liabilities. The duration of the Plan's liabilities was calculated to be 11 years at January 1, 2023 and 12 years at January 1, 2024.

Asset Valuation Method

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

Special Amortization Rule

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

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

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

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

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

Amortization Method

The amortization method for determining the current annual cost is the method used to determine the amount, timing, and pattern of recognizing changes in the unfunded actuarial accrued liability. We apply the amortization schedule defined in Section 431 of the Internal Revenue Code.

- Experience gains and losses. After the enactment of the Pension Protection Act of 2006 (PPA), changes in the unfunded actuarial accrued liability related to changes in plan amendments, actuarial assumptions, and experience gains and losses are amortized over 15 years. Prior to PPA, these changes were amortized over 30 years. Certain exceptions apply as noted below.
- Method changes. Changes related to the actuarial cost method or asset valuation method are amortized over 10 years.
- 2008 investment loss. The Trustees elected to amortize net investment losses in the plan years ending December 31, 2008 over the 30-year period beginning with the loss year as provided by the Pension Relief Act of 2010.

Changes in Actuarial Methods since Prior Valuation

None.

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

Appendix C – Summary of Actuarial Assumptions

Interest Rates

- **Minimum funding:** 7.25% per year net of investment-related expenses.
- **FASB ASC Topic 960 plan accounting:** Discount rate of 7.25% per year net of investment-related expenses.
- **Withdrawal liability:** December 31, 2023 Citigroup Pension Discount Curve rates converted to level discount rate of 4.75% based on expected benefit payments.
- **Current liability (RPA '94):** 2.82% per year.

Mortality

- **Minimum funding:**
Non-retired participants: RP2014 Blue Collar Employee Male and Female Mortality Tables adjusted to reflect Mortality Improvement Scale MP-2015 from the 2006 base year and projected forward using MP-2015 on a generational basis with ages set forward 2 years.
Retired participants: RP2014 Blue Collar Annuitant Male and Female Mortality Tables adjusted to reflect Mortality Improvement Scale MP-2015 from the 2006 base year and projected forward using MP-2015 on a generational basis with ages set forward 2 years.
Disabled Participants: RP-2014 Disabled Mortality fully projected using Scale MP2015 with ages set forward 2 years, separate tables for males and females
- **FASB ASC Topic 960 plan accounting and withdrawal liability:** Same as minimum funding.
- **Current liability (RPA '94):** Non-Annuitant and Annuitant Generational Mortality Tables, sex-distinct as prescribed by IRC Section 430(h)(3)(A).

Termination

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

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

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

Retirement from Active Service and Commencement of Deferred Benefits

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

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

The weighted average retirement age from active service using the retirement rates above is 59.4.

The weighted average retirement age for deferred benefits using the retirement rates above is 59.3

Disability

Sample rates used are shown below:

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

Form of Payment

Single life annuity

Marital Status

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

Administrative Expenses

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

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

Future Contributions Assumption

All active participants are assumed to work 1,400 hours per year with contributions of \$6.40 per hour made on their behalf.

Liability Adjustment for Reciprocity

2% of liability for non-vested benefits.

Changes in Assumptions from prior Valuation

- For current liability purposes, the interest rate was changed from 2.19% to 2.82% in accordance with IRS guidance. (The statutory mortality tables also have been updated as required by law).
- The withdrawal liability interest rate changed from 5.00% to 4.75%.
- The future contribution assumption changed from an assumption that active participants would work \$1,450 hours per year with contributions of \$6.00 per hour made on their behalf.

Rational for Significant Assumptions

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

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

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

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

**Schedule MB, Line 11 – Justification for Change in Actuarial Assumptions
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001**

- For current liability purposes, the interest rate was changed from 2.19% to 2.82% in accordance with IRS guidance. (The statutory mortality tables also have been updated as required by law).
- The withdrawal liability interest rate changed from 5.00% to 4.75% to better reflect anticipated plan experience.

**Schedule MB, Lines 9c and 9h - Schedule of Funding Standard Account Bases
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001**

Charges and Credits for Funding Standard Account

The amortization charges and credits for the Funding Standard Account for the plan year beginning January 1, 2024 are determined below.

1. Charges as of January 1, 2024

	Date		Amortization	Years	Outstanding
	<u>Established</u>	<u>Description</u>	<u>Amount</u>	<u>Remaining</u>	<u>Balance</u>
a.	January 1, 1997	Change in assumptions	\$364,456	2	\$704,275
b.	January 1, 1998	Change in assumptions	115,781	4	418,244
c.	January 1, 1999	Change in assumptions	317,096	5	1,385,135
d.	January 1, 1999	Plan amendment	62,268	5	271,999
e.	January 1, 2000	Change in assumptions	190,757	6	967,690
f.	January 1, 2000	Plan amendment	25,888	6	131,325
g.	January 1, 2001	Change in assumptions	211,967	7	1,214,568
h.	January 1, 2002	Change in assumptions	242,173	8	1,536,015
i.	January 1, 2006	Plan amendment	240,208	12	2,019,235
j.	January 1, 2007	Change in assumptions	29,738	13	262,825
k.	January 1, 2009	Actuarial loss	1,363,309	14	12,597,648
l.	January 1, 2010	Actuarial loss	184,438	14	1,704,294
m.	January 1, 2011	Actuarial loss	520,713	14	4,811,646
n.	January 1, 2012	Actuarial loss	231,946	3	649,859
o.	January 1, 2012	Actuarial loss	708,985	14	6,551,369
p.	January 1, 2013	Actuarial loss	453,895	4	1,639,640
q.	January 1, 2017	Plan amendment	229,955	8	1,458,523
r.	January 1, 2019	Actuarial loss	457,849	10	3,409,375
s.	January 1, 2020	Actuarial loss	287,646	11	2,284,809
t.	January 1, 2021	Actuarial loss	31,918	12	268,308
u.	January 1, 2022	Actuarial loss	30,164	13	266,586
v.	January 1, 2022	Plan amendment	550,112	13	4,861,853
w.	January 1, 2023	Actuarial loss	553,556	14	5,115,133
x.	January 1, 2024	Actuarial loss	706,723	15	6,795,735
y.	January 1, 2024	Plan amendment	<u>53,732</u>	15	<u>516,682</u>
z.	Total		8,165,273		61,842,771

**Schedule MB, Lines 9c and 9h - Schedule of Funding Standard Account Bases
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001**

2. Credits as of January 1, 2024

	Date		Amortization	Years	Outstanding
	<u>Established</u>	<u>Description</u>	<u>Amount</u>	<u>Remaining</u>	<u>Balance</u>
a.	January 1, 2004	Plan amendment	\$728,158	10	\$5,422,235
b.	January 1, 2005	Change in assumptions	52,722	11	418,774
c.	January 1, 2005	Plan amendment	90,094	11	715,632
d.	January 1, 2007	Plan amendment	34,664	13	306,357
e.	January 1, 2010	Actuarial gain	800,721	1	800,721
f.	January 1, 2011	Actuarial gain	89,594	2	173,132
g.	January 1, 2014	Actuarial gain	840,432	5	3,671,162
h.	January 1, 2015	Actuarial gain	315,075	6	1,598,341
i.	January 1, 2016	Change in assumptions	640,056	7	3,667,504
j.	January 1, 2016	Actuarial gain	101,964	7	584,252
k.	January 1, 2017	Actuarial gain	126,776	8	804,095
l.	January 1, 2018	Actuarial gain	26,213	9	181,232
m.	January 1, 2022	Change in assumptions	<u>40,416</u>	13	<u>357,198</u>
n.	Total		3,886,885		18,700,635
3. Net outstanding balance [(1z) - (2n)]					43,142,136
4. Credit Balance as of January 1, 2024					24,482,891
5. Waived funding deficiency					0
6. Balance test result [(3) - (4) - (5)]					18,659,245
7. Unfunded Actuarial Accrued Liability as of January 1, 2023, minimum \$0					18,659,245

SCHEDULE MB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

A Name of plan Contractors, Laborers, Teamsters and Engineers Pension Plan	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Trustees of Contractors, Laborers, and Engineers	D Employer Identification Number (EIN) 47-6049397	

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

1a Enter the valuation date: Month 1 Day 1 Year 2024

b Assets		
(1) Current value of assets.....	1b(1)	136,997,532
(2) Actuarial value of assets for funding standard account.....	1b(2)	145,175,976
c (1) Accrued liability for plan using immediate gain methods.....	1c(1)	163,835,221
(2) Information for plans using spread gain methods:		
(a) Unfunded liability for methods with bases.....	1c(2)(a)	
(b) Accrued liability under entry age normal method.....	1c(2)(b)	
(c) Normal cost under entry age normal method.....	1c(2)(c)	
(3) Accrued liability under unit credit cost method.....	1c(3)	150,100,612
d Information on current liabilities of the plan:		
(1) Amount excluded from current liability attributable to pre-participation service (see instructions).....	1d(1)	
(2) "RPA '94" information:		
(a) Current liability.....	1d(2)(a)	261,752,702
(b) Expected increase in current liability due to benefits accruing during the plan year.....	1d(2)(b)	11,443,780
(c) Expected release from "RPA '94" current liability for the plan year.....	1d(2)(c)	10,759,704
(3) Expected plan disbursements for the plan year.....	1d(3)	10,759,704

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	Joel E. Stewart	June 6, 2025
	<small>Signature of actuary</small>	<small>Date</small>
Joel E. Stewart		23-06534
	<small>Type or print name of actuary</small>	<small>Most recent enrollment number</small>
Milliman, Inc.		(303)672-9003
	<small>Firm name</small>	<small>Telephone number (including area code)</small>
1400 Wewatta St Suite 900 Denver		
	<small>Address of the firm</small>	
	CO 80202	

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

2 Operational information as of beginning of this plan year:

a Current value of assets (see instructions)	2a	136,997,532
b "RPA '94" current liability/participant count breakdown:	(1) Number of participants	(2) Current liability
(1) For retired participants and beneficiaries receiving payment	1,211	114,565,418
(2) For terminated vested participants	729	67,371,273
(3) For active participants:		
(a) Non-vested benefits		12,430,455
(b) Vested benefits		67,385,556
(c) Total active	925	79,816,011
(4) Total	2,865	261,752,702
c If the percentage resulting from dividing line 2a by line 2b(4), column (2), is less than 70%, enter such percentage	2c	52.34%

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

(a) Date (MM/DD/YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM/DD/YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
06/30/2024	8,657,534				
Totals ▶			3(b)	8,657,534	3(c) 0
(d) Total withdrawal liability amounts included in line 3(b) total					3(d) 0

4 Information on plan status:

a Funded percentage for monitoring plan's status (line 1b(2) divided by line 1c(3))	4a	96.7%
b Enter code to indicate plan's status (see instructions for attachment of supporting evidence of plan's status). If entered code is "N," go to line 5	4b	N
c Is the plan making the scheduled progress under any applicable funding improvement or rehabilitation plan?		<input type="checkbox"/> Yes <input type="checkbox"/> No
d If the plan is in critical status or critical and declining status, does line 1(c) reflect any benefit reductions for the first time (see instructions)?		<input type="checkbox"/> Yes <input type="checkbox"/> No
e If line d is "Yes," enter the reduction in liability resulting from the reduction in benefits (see instructions), measured as of the valuation date	4e	
f If the plan is in critical status or critical and declining status, and is: • Projected to emerge from critical status within 30 years, enter the plan year in which it is projected to emerge; • Projected to become insolvent within 30 years, enter the plan year in which insolvency is expected and check here <input type="checkbox"/> • Neither projected to emerge from critical status nor become insolvent within 30 years, enter "9999."	4f	

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

- | | | | |
|--|---|---|---|
| a <input type="checkbox"/> Attained age normal | b <input checked="" type="checkbox"/> Entry age normal | c <input type="checkbox"/> Accrued benefit (unit credit) | d <input type="checkbox"/> Aggregate |
| e <input type="checkbox"/> Frozen initial liability | f <input type="checkbox"/> Individual level premium | g <input type="checkbox"/> Individual aggregate | h <input type="checkbox"/> Shortfall |
| i <input type="checkbox"/> Other (specify): | | | |

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

6 Checklist of certain actuarial assumptions:

a Interest rate for "RPA '94" current liability.....	6a	2.82 %
b Rates specified in insurance or annuity contracts.....	Pre-retirement	Post-retirement
	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A
c Mortality table code for valuation purposes:		
(1) Males	6c(1)	A
(2) Females	6c(2)	A
d Valuation liability interest rate	6d	7.25 %
e Salary scale	6e	% <input checked="" type="checkbox"/> N/A
f Withdrawal liability interest rate:		
(1) Type of interest rate	6f(1)	<input checked="" type="checkbox"/> Single rate <input type="checkbox"/> ERISA 4044 <input type="checkbox"/> Other <input type="checkbox"/> N/A
(2) If "Single rate" is checked in (1), enter applicable single rate	6f(2)	4.75%
g Estimated investment return on actuarial value of assets for year ending on the valuation date.....	6g	5.5%
h Estimated investment return on current value of assets for year ending on the valuation date	6h	14.2%
i Expense load included in normal cost reported in line 9b	6i	<input type="checkbox"/> N/A
(1) If expense load is described as a percentage of normal cost, enter the assumed percentage.....	6i(1)	%
(2) If expense load is a dollar amount that varies from year to year, enter the dollar amount included in line 9b.....	6i(2)	614,053
(3) If neither (1) nor (2) describes the expense load, check the box	6i(3)	<input type="checkbox"/>

7 New amortization bases established in the current plan year:

(1) Type of base	(2) Initial balance	(3) Amortization Charge/Credit
1	6,795,735	706,723
3	516,682	53,732

8 Miscellaneous information:

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

9 Funding standard account statement for this plan year:

Charges to funding standard account:

a Prior year funding deficiency, if any	9a	
b Employer's normal cost for plan year as of valuation date.....	9b	3,133,339

c Amortization charges as of valuation date:		Outstanding balance	
(1) All bases except funding waivers and certain bases for which the amortization period has been extended	9c(1)	61,842,771	8,165,273
(2) Funding waivers	9c(2)	0	0
(3) Certain bases for which the amortization period has been extended.....	9c(3)	0	0
d Interest as applicable on lines 9a, 9b, and 9c.....	9d		819,149
e Total charges. Add lines 9a through 9d.....	9e		12,117,761
Credits to funding standard account:			
f Prior year credit balance, if any.....	9f		24,482,891
g Employer contributions. Total from column (b) of line 3.....	9g		8,657,534
		Outstanding balance	
h Amortization credits as of valuation date.....	9h	18,700,635	3,886,885
i Interest as applicable to end of plan year on lines 9f, 9g, and 9h	9i		2,368,583
j Full funding limitation (FFL) and credits:			
(1) ERISA FFL (accrued liability FFL).....	9j(1)	58,401,829	
(2) "RPA '94" override (90% current liability FFL)	9j(2)	99,001,153	
(3) FFL credit	9j(3)		0
k (1) Waived funding deficiency	9k(1)		0
(2) Other credits	9k(2)		0
l Total credits. Add lines 9f through 9i, 9j(3), 9k(1), and 9k(2)	9l		39,395,893
m Credit balance: If line 9l is greater than line 9e, enter the difference	9m		27,278,132
n Funding deficiency: If line 9e is greater than line 9l, enter the difference	9n		
o Current year's accumulated reconciliation account:			
(1) Due to waived funding deficiency accumulated prior to the current plan year	9o(1)		0
(2) Due to amortization bases extended and amortized using the interest rate under section 6621(b) of the Code:			
(a) Reconciliation outstanding balance as of valuation date	9o(2)(a)		0
(b) Reconciliation amount (line 9c(3) balance minus line 9o(2)(a))	9o(2)(b)		0
(3) Total as of valuation date	9o(3)		0
10 Contribution necessary to avoid an accumulated funding deficiency. (see instructions.).....	10		0
11 Has a change been made in the actuarial assumptions for the current plan year? If "Yes," see instructions			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

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

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

Definitions

Effective Date: January 1, 1967. The plan was last restated as of April 19, 2024.

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

Unions Included:

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

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

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

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

Service Considered

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

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

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

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

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

Bargaining Agreement	Hourly Contribution Rate – January 1, 2025
Laborers – Building	\$5.28
Laborers – Heavy Highway	5.53
Operators – Building	8.54
Operators – Heavy Highway	9.35
Teamsters – Building	6.05
Teamsters – Heavy Highway	5.30

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

- (1) \$3.00 multiplied by the number of Past Service Years
- (2) 4% of the Total Employer contributions made on the employee's behalf per year of Credited Future Service earned prior to January 1, 2004
- (3) 3% of the Total Employer contributions made on the employee's behalf per year of Credited Future Service earned after December 31, 2003 through December 31, 2009
- (4) 1% of the Total Employer contributions made on the employee's behalf per year of Credited Future Service earned after December 31, 2009 through December 31, 2021.
- (5) 2% of the Total Employer contributions made on the employee's behalf per year of Credited Future Service earned after December 31, 2021.

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

Normal Retirement

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

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

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

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

Normal Form of Annuity and Options

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

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

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

Early Retirement

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

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

Late Retirement

Eligibility occurs upon termination after Normal Retirement Date.

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

Total and Permanent Disability Benefit

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

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

Vested Benefit

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

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

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

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

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

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

Death Benefit

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

Death Prior to Age 55

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

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

Death at or After Age 55

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

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

Changes in Plan Provisions During Year

None.

Significant Events

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

Attachment to 2024 Form 5500
Schedule MB, line 8b(1) - Schedule of Projection of Expected Benefit Payments
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	448,782	796,592	9,471,525	10,716,899
2025	1,109,734	1,302,285	9,127,989	11,540,008
2026	1,677,348	1,742,329	8,777,420	12,197,097
2027	2,080,425	2,143,266	8,389,247	12,612,938
2028	2,416,359	2,447,622	8,019,505	12,883,486
2029	2,687,143	2,691,296	7,664,828	13,043,267
2030	2,902,446	2,880,649	7,319,320	13,102,415
2031	3,069,822	3,015,757	6,963,393	13,048,972
2032	3,209,251	3,124,115	6,597,366	12,930,732
2033	3,324,096	3,220,157	6,227,164	12,771,417
2034	3,409,228	3,288,317	5,874,804	12,572,349
2035	3,483,960	3,339,411	5,530,797	12,354,168
2036	3,543,969	3,382,976	5,189,829	12,116,774
2037	3,591,254	3,417,344	4,852,827	11,861,425
2038	3,626,341	3,432,630	4,520,786	11,579,757
2039	3,649,701	3,445,325	4,194,770	11,289,796
2040	3,664,629	3,438,525	3,876,198	10,979,352
2041	3,666,171	3,417,535	3,568,839	10,652,545
2042	3,662,452	3,384,986	3,267,544	10,314,982
2043	3,649,628	3,334,417	2,976,689	9,960,734
2044	3,621,716	3,277,463	2,697,396	9,596,575
2045	3,590,780	3,205,848	2,430,758	9,227,386
2046	3,543,468	3,115,139	2,177,758	8,836,365
2047	3,492,050	3,009,372	1,939,215	8,440,637
2048	3,429,305	2,902,855	1,715,837	8,047,997
2049	3,359,665	2,781,883	1,508,215	7,649,763
2050	3,283,924	2,651,350	1,316,721	7,251,995
2051	3,203,318	2,518,573	1,141,492	6,863,383
2052	3,118,210	2,383,235	982,455	6,483,900
2053	3,031,210	2,242,791	839,357	6,113,358
2054	2,938,008	2,104,395	711,783	5,754,186
2055	2,839,307	1,963,416	599,096	5,401,819
2056	2,744,759	1,825,011	500,485	5,070,255
2057	2,637,807	1,689,878	415,031	4,742,716
2058	2,536,296	1,559,306	341,677	4,437,279
2059	2,431,155	1,433,824	279,315	4,144,294
2060	2,325,425	1,313,811	226,838	3,866,074
2061	2,219,971	1,199,697	183,121	3,602,789
2062	2,111,607	1,091,700	147,060	3,350,367
2063	2,006,937	989,980	117,586	3,114,503
2064	1,900,303	894,534	93,708	2,888,545
2065	1,796,461	805,403	74,518	2,676,382
2066	1,693,085	722,489	59,210	2,474,784
2067	1,592,810	645,628	47,065	2,285,503
2068	1,496,230	574,592	37,466	2,108,288
2069	1,400,913	509,145	29,895	1,939,953
2070	1,308,725	449,068	23,928	1,781,721
2071	1,220,188	394,125	19,217	1,633,530
2072	1,135,365	344,075	15,479	1,494,919
2073	1,054,154	298,658	12,499	1,365,311

Attachment to 2024 Form 5500

Schedule MB, line 8b(3) - Schedule of Projection of Employer Contributions and Withdrawal Liability Payments
Contractors, Laborers, Teamsters and Engineers Pension Plan
EIN/PN: 47-6049397/001

Plan Year	Employer Contributions	Withdrawal Liability Payments	Total
2024	7,680,000	0	7,680,000
2025	7,680,000	0	7,680,000
2026	7,680,000	0	7,680,000
2027	6,400,000	0	6,400,000
2028	6,400,000	0	6,400,000
2029	6,400,000	0	6,400,000
2030	6,400,000	0	6,400,000
2031	6,400,000	0	6,400,000
2032	6,400,000	0	6,400,000
2033	6,400,000	0	6,400,000

**Contractors, Laborers, Teamsters & Engineers Pension Plan (EIN 47-6049397)
Form 5500 Schedule R Attachment for Defined Benefit Pension Plans**

Schedule R, line 13d - Collective Bargaining Agreement Expiration Date

<u>Name</u>	<u>EIN</u>	<u>CBA Expiration Date(s)-list all</u>	<u>Union</u>
JE Dunn Construction	44-0229405	9/30/2025 9/30/2026	Laborers Operators
MC Wells Contracting	83-4463501	5/31/2025 5/31/2027	Laborers Operators
Kiewit Building Group	20-3184744	9/30/2025 9/30/2025	Teamsters Laborers
M.A. Mortenson	41-0740923	9/30/2025 9/30/2026	Laborers Operators
Fucinaro Excavating	47-0529509	2/28/2026 5/31/2027	Teamsters Operators
Berkel & Co.	48-0650969	9/30/2025 9/30/2026	Laborers Operators
Castle Contracting	43-1708145	9/30/2025 9/30/2026	Laborers Operators

Contractors, Laborers, Teamsters & Engineers Pension Plan (EIN 47-6049397)
Form 5500 Schedule R Attachment for Defined Benefit Pension Plans

Schedule R, line 13e - Information on Contribution Rates and Base Units

<u>Name</u>	<u>EIN</u>	<u>Contribution Rate/Unit</u>	<u>Union</u>
JE Dunn Construction	44-0229405	\$5.28/hour \$8.54/hour	Laborers Operators
MC Wells Contracting	83-4463501	\$5.53/hour \$9.35/hour	Laborers Operators
Kiewit Building Group	20-3184744	\$6.05/hour \$5.28/hour	Teamsters Laborers
M.A. Mortenson	41-0740923	\$5.28/hour \$8.54/hour	Laborers Operators
Fucinaro Excavating	47-0529509	\$5.30/hour \$9.35/hour	Teamsters Operators
Berkel & Co.	48-0650969	\$5.28/hour \$8.54/hour	Laborers Operators
Castle Contracting	43-1708145	\$5.28/hour \$8.54/hour	Laborers Operators

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b) <u>Identity of Issuer, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of investment including maturity date, rate of interest, collateral, par, or maturity value</u>		(d) <u>Cost</u>	(e) <u>Current Value</u>
		<u>Interest Rate</u>	<u>Maturity</u>		
US Government and Federal Agency Securities:					
	United States Treasury Bill	0.000%	2/6/2025	\$ 146,710	\$ 149,386
	United States Treasury Note	4.375%	11/30/2028	516,143	513,401
	United States Treasury Note	3.875%	8/5/2033	427,081	429,542
	United States Treasury Note	4.625%	4/30/2029	820,998	821,256
	United States Treasury Note	4.125%	11/15/2027	878,178	878,347
	United States Treasury Note	1.375%	11/15/2031	282,244	282,038
	United States Treasury Note	4.375%	7/15/2027	1,032,950	1,018,976
	United States Treasury Note	3.750%	5/31/2030	284,627	280,824
	United States Treasury Note	4.500%	5/15/2024	773,002	779,116
	United States Treasury Note	1.875%	2/15/2032	508,842	506,668
	United States Treasury Note	3.250%	6/30/2029	494,446	494,488
	Federal National Mtg Assn Pool 896017	6.500%	8/1/2036	186	191
	Federal National Mtg Assn Pool Ma4761	5.000%	9/1/2052	262,217	260,698
	Federal National Mtg Assn Pool Ma4625	3.500%	6/1/2052	73,253	72,277
	Federal National Mtg Assn Pool Ma4699	3.500%	8/1/2052	68,281	69,206
	Federal National Mtg Assn Pool Ma4978	5.000%	4/1/2053	56,169	55,438
	Federal National Mtg Assn Pool Ma5294	5.000%	3/1/2054	685,716	682,512
	FHLMC 30 Yr Gold Sd2253	3.500%	12/1/2052	593,069	575,345
	FHLMC 30 Yr Gold Sd8214	3.500%	5/1/2052	113,947	113,660
	FHLMC 30 Yr Gold Sd8221	3.500%	6/1/2052	102,962	101,129
	FHLMC 30 Yr Gold Sd8341	5.000%	7/1/2053	203,061	203,039
	FHLMC 30 Yr Gold Sd8349	5.500%	8/1/2053	287,824	286,742
Total US Government and Federal Agency Securities				\$ 8,611,906	\$ 8,574,279
Exchange-Traded Funds:					
	Ishares Short Duration Bond		<u>Quantity</u> 121,276	\$ 6,077,114	\$ 6,124,438
	SPDR Bloomberg 1-3 months T-B		7,904	722,932	722,663
	Vanguard S&P 500 ETF		16,020	6,534,904	8,631,736
	Vanguard Total Bond Market		217,375	15,693,114	15,631,436
Total Exchanged-Traded Funds				\$ 29,028,064	\$ 31,110,273
Corporate Bonds:					
	Abbvie Inc	2.950%	11/21/2026	\$ 278,934	\$ 286,677
	Advance Auto Parts Inc	5.900%	3/9/2026	61,014	61,515
	Advance Auto Parts Inc	5.950%	3/9/2028	57,456	61,511
	Aecom	5.125%	3/15/2027	60,175	58,566
	Air Lease Corp	3.250%	10/1/2029	275,733	287,772
	American Axle & Manufacturing Inc	6.500%	4/1/2027	63,244	62,399
	American Electric Power Co Inc	5.625%	3/1/2033	284,401	282,047
	Amgen Inc	5.250%	3/2/2030	287,740	285,694
	Asbury Automotive Group Inc	4.500%	3/1/2028	61,638	62,303
	Asbury Automotive Group Inc	4.750%	3/1/2030	60,794	61,724
	Ball Corp	6.000%	6/15/2029	59,507	60,493
	Ball Corp	4.875%	3/15/2026	63,810	64,708
	Ball Corp	6.875%	3/15/2028	57,330	58,298
	Bank Of America Corp Fxd To 072031 Var Thrafr 2.2990%	2.299%	7/21/2032	279,823	291,150
	Bank Of America Corp Fxd To 072036 Var Thrafr 1.7340%	1.734%	7/22/2027	279,976	290,790
	Bath & Body Works Inc	6.750%	7/1/2036	62,512	63,975
	Bath & Body Works Inc	5.250%	2/1/2028	58,081	60,170
	Boeing Co/The	2.196%	2/4/2026	278,962	290,933
	Boeing Co/The	5.150%	5/1/2030	64,732	64,233
	Boyd Gaming Corp	4.750%	12/1/2027	60,856	59,941
	Capital One Financial Corp Fxd To 022029 Var Thrafr 5.7%	5.700%	2/1/1930	313,915	307,142
	Carpenter Technology Corp	6.375%	7/15/2028	61,603	61,112
	Carpenter Technology Corp	7.625%	3/15/2030	57,995	59,314
	Cco Holdings Llc / Cco Holdings Capital Corp	4.500%	5/1/2032	60,587	61,071
	Celanese Us Holdings Llc	6.950%	11/15/2033	69,784	68,537
	Charles Schwab Corp/The Fxd To 062026 Var Thrafr 4%	4.000%	Perpetual	139,542	147,168
	Charter Communications Operati Ng Llc / Charter Communication	5.375%	5/1/2047	60,738	62,447

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b) <u>Identity of Issuer, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of investment including maturity date, rate of interest, collateral, par. or maturity value</u>		(d) <u>Cost</u>	(e) <u>Current Value</u>
		<u>Interest Rate</u>	<u>Maturity</u>		
Corporate Bonds (continued):					
	Century Communities Inc	6.750%	6/1/2027	\$ 56,185	\$ 55,032
	Chemours Co/The	5.375%	5/15/2027	64,952	63,565
	Citigroup Inc Fxd To 012027 Var Thrafrtr 3.8870%	3.887%	1/10/2028	417,770	429,388
	Cleveland-Cliffs Inc	5.875%	6/1/2027	59,869	59,660
	Commercial Metals Co	3.875%	2/15/2031	57,640	57,584
	Commercial Metals Co	4.375%	3/15/1932	56,575	55,632
	Credit Acceptance Corp	6.625%	3/15/2026	60,063	59,998
	Crowdstrike Holdings Inc	3.000%	2/15/2029	58,903	61,890
	Crown Americas Llc / Crown Americas Capital Corp V	4.250%	9/30/2026	56,106	57,711
	Crown Americas Llc	5.250%	4/1/2030	57,584	58,392
	Crown Cork & Seal Co Inc	7.375%	12/15/2026	63,832	59,632
	Dcp Midstream Operating Lp	5.375%	7/15/2025	35,790	36,045
	Delta Air Lines Inc	7.375%	1/15/2026	61,424	58,281
	Edison International	5.750%	6/15/2027	140,730	141,384
	Enact Holdings Inc	6.250%	5/28/2029	67,093	66,199
	Encompass Health Corp	4.500%	2/1/2028	60,947	60,861
	Encompass Health Corp	4.750%	2/1/2030	60,783	61,665
	Energy Transfer Lp	5.250%	4/15/2029	279,539	283,285
	Enlink Midstream Partners Lp	4.850%	7/15/2026	58,106	59,876
	Expand Energy Corp	5.375%	2/1/2029	58,238	59,103
	Firstenergy Corp	2.050%	3/1/2025	61,696	63,579
	Firstenergy Corp	3.900%	7/15/2027	60,079	60,432
	Fluor Corp	4.250%	9/15/2028	59,559	58,021
	Ford Motor Co	4.346%	12/8/2026	57,884	59,094
	Ford Motor Co	9.625%	4/22/2030	57,359	56,613
	Frontier Florida Llc	6.860%	2/1/2028	64,640	65,440
	General Motors Financial Co Inc	5.400%	4/6/2026	59,791	60,365
	Goldman Sachs Group Inc Fxd To 052028 Var Thrafrtr 4.2230%	4.223%	5/1/2029	296,879	289,932
	Griffon Corp	5.750%	3/1/2028	58,957	58,832
	Hb Fuller Co	4.250%	10/15/2028	58,554	59,172
	Hca Inc	5.200%	6/1/2028	283,541	282,808
	Hca Inc	5.375%	2/1/2025	61,443	60,011
	Hexcel Corp	4.200%	2/15/2027	5,575	5,869
	Hillenbrand Inc	3.750%	3/1/1931	57,918	56,848
	Hilton Domestic Operating Co Inc	4.875%	1/15/1930	61,014	59,471
	Hilton Worldwide Finance Llc / Hilton Worldwide Finance Corp	4.875%	4/1/2027	116,796	118,537
	Howmet Aerospace Inc	5.900%	2/1/2027	57,698	58,213
	Howmet Aerospace Inc	6.750%	1/15/2028	54,921	52,373
	Kroger Co/The	5.000%	9/15/1934	295,648	284,131
	Lamar Media Corp	3.750%	2/15/2028	58,642	60,956
	Lamar Media Corp	4.875%	1/15/2029	60,221	59,563
	Macy'S Retail Holdings Llc	4.500%	12/15/1934	14,883	16,699
	Mgm Resorts International	6.500%	4/15/1932	63,040	61,898
	Mgm Resorts International	5.500%	4/15/2027	60,291	59,570
	M/I Homes Inc	4.950%	2/1/2028	64,145	62,791
	Murphy Oil Usa Inc	4.750%	9/15/2029	61,523	61,760
	Nrg Energy Inc	5.750%	1/15/2028	57,194	59,913
	Olin Corp	5.000%	2/1/1930	59,285	60,232
	Olin Corp	5.625%	8/1/2029	64,616	62,369
	Onemain Finance Corp	9.000%	1/15/2029	57,848	60,496
	Pacific Gas And Electric Co	5.450%	6/15/2027	59,352	60,722
	Patterson-Uti Energy Inc	3.950%	2/1/2028	60,313	62,161
	Pbf Holding Co Llc / Pbf Finance Corp	6.000%	2/15/2028	35,774	36,508
	Penske Automotive Group Inc	3.750%	6/15/2029	62,963	61,866
	Penske Automotive Group Inc	3.500%	9/1/2025	60,875	61,256
	Pg&E Corp	5.250%	7/1/1930	60,615	63,554
	Pilgrim'S Pride Corp	6.250%	7/1/1933	58,217	61,117
	Pilgrim'S Pride Corp	4.250%	4/15/1931	63,434	62,656
	Qvc Inc	5.450%	8/15/1934	20,910	12,329
	Radian Group Inc	6.200%	5/15/2029	61,285	62,650
	Range Resources Corp	4.875%	5/15/2025	64,445	63,835

CLT&E PENSION PLAN
EIN 47-6049397 PLAN 001
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b) <u>Identity of Issuer, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of investment including maturity date, rate of interest, collateral, par. or maturity value</u>		(d) <u>Cost</u>	(e) <u>Current Value</u>
		<u>Interest Rate</u>	<u>Maturity</u>		
Corporate Bonds (continued):					
	Regal Rexnord Corp	6.050%	2/15/2026	\$ 61,295	\$ 61,579
	Rhp Hotel Properties Lp / Rhp Finance Corp	4.750%	10/15/2027	64,772	62,873
	Royal Caribbean Cruises Ltd	3.700%	3/15/2028	59,225	63,561
	Sabine Pass Liquefaction Llc	5.000%	3/15/2027	282,653	283,580
	Sba Communications Corp	3.875%	2/15/2027	63,339	63,273
	Sba Communications Corp	3.125%	2/1/2029	61,734	63,185
	Seagate Hdd Cayman	4.875%	6/1/2027	58,780	60,095
	Seagate Hdd Cayman	5.750%	12/1/1934	61,687	62,550
	Service Corp International/Us	5.125%	6/1/2029	61,166	60,261
	Shea Homes Limited Partnership A California Lp	4.750%	2/15/2028	59,056	61,251
	Six Flags Entertainment Corp	5.375%	4/15/2027	58,594	59,321
	Sm Energy Co	6.625%	1/15/2027	62,594	61,921
	Sm Energy Co	6.750%	9/15/2026	64,099	64,024
	Spirit Aerosystemsinc	3.850%	6/15/2026	62,172	63,484
	Sprint Capital Corp	6.875%	11/15/2028	64,950	64,783
	Sprint Llc	7.625%	3/1/2026	19,024	16,351
	Teleflex Inc	4.625%	11/15/2027	57,875	58,187
	Tenet Healthcare Corp	6.125%	6/15/1930	57,038	60,519
	Tenet Healthcare Corp	6.125%	10/1/2028	44,539	46,913
	Toronto-Dominion Bank/The	4.693%	9/15/2027	282,154	286,359
	Transdigm Inc	5.500%	11/15/2027	63,177	63,943
	Travel + Leisure Co	6.600%	10/1/2025	59,135	57,166
	Tri Pointe Homes Inc	5.700%	6/15/2028	63,526	62,527
	United Rentals North America Inc	5.250%	1/15/2030	60,803	62,325
	United Rentals North America Inc	4.000%	7/15/2030	62,524	61,159
	Us Bancorp Fxd To 112031 Var Thrafrtr 2.4910%	2.491%	11/3/2026	280,373	291,610
	Usa Compression Partners Lp / Usa Compression Finance Corp	6.875%	9/1/2027	57,948	59,195
	Viatrix Inc	2.700%	6/22/1930	294,193	289,841
	Vital Energy Inc	9.750%	10/15/1930	60,088	58,051
	Warnermedia Holdings Inc	4.279%	3/15/1932	63,886	62,586
	Wells Fargo & Co Fxd To 032027 Var Thrafrtr 3.526%	3.526%	3/24/2028	418,271	429,603
	Western Digital Corp	4.750%	2/15/2026	61,169	63,383
	Xpo Cnw Inc	6.700%	5/1/2034	58,209	61,485
	Yum! Brands Inc	5.375%	4/1/2032	57,548	59,167
	Yum! Brands Inc	4.625%	1/31/2032	62,039	60,169
	Total Corporate Bonds			\$ 11,742,469	\$ 11,837,795

	<u>Number of Shares</u>			
Common and Preferred Stocks:				
ABB LTD ADR (ABBNY)	1,030	\$	34,283	\$ 55,770
ADIDAS AG (ADDYY)	320		31,356	39,233
ADVANCED MICRO DEVICES (AMD)	713		76,122	86,123
ADYEN N V UNSPONSRED ADR (ADYEY)	1,689		46,360	25,132
AGILYSYS INC (AGYS)	869		91,849	114,456
AIA GROUP LTD SPON ADR (AAGIY)	1,994		87,233	57,808
AIA GROUP LTD SPON ADR (AAGIY)	4,355		190,419	126,256
AIR LIQUIDE ADR (AIQUY)	1,234		30,450	40,103
AIR PROD & CHEM INC (APD)	601		169,779	174,314
AIRBUS SE UNSPONSORED ADR (EADSY)	5,101		158,293	204,392
AJINOMOTO INC ADR (AJINY)	1,126		37,785	46,227
AKZO NOBEL NV ADR (AKZOY)	9,638		242,457	192,818
ALARM COM HLDGS INC COM (ALRM)	2,746		160,313	166,957
ALIBABA GROUP HLDG LTD (BABA)	153		18,614	12,973
ALIBABA GROUP HLDG LTD (BABA)	2,936		438,231	248,943
ALLIANZ SE ADR (ALIZY)	1,996		44,151	61,157
ALPHABET INC CL C (GOOG)	7,367		958,073	1,402,970
ALSTOM ADR (ALSMY)	150,117		303,288	335,211
AMADEUS IT GROUP S.A ADR (AMADY)	412		28,685	29,096
AMADEUS IT GROUP S.A ADR (AMADY)	372		26,608	26,271
AMAZON COM INC (AMZN)	7,432		1,125,071	1,630,505

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SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b) <u>Identity of Issuer, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of investment including maturity date, rate of interest, collateral, par, or maturity value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
		<u>Number of Shares</u>		
Common and Preferred Stocks (continued):				
	AMER INTL GP INC NEW (AIG)	4,187	\$ 101,429	\$ 304,814
	AMERICAN ELEC PWR CO INC (AEP)	1,009	84,681	93,060
	ANGLO AMERN PLC SPONSORED ADR (NGLOY)	3,344	47,986	49,501
	ANHEUSER BUSCH INBEV SA SPON (BUD)	467	27,638	23,383
	ANHEUSER BUSCH INBEV SA SPON (BUD)	2,814	148,041	140,897
	AON PLC CL A (AON)	122	40,392	43,818
	APPFOLIO INC CL A (APPF)	1,032	113,687	254,615
	APPLE INC (AAPL)	7,031	1,086,602	1,760,702
	APPLIED IND TECH INC (AIT)	568	43,271	136,019
	APPLIED IND TECH INC (AIT)	178	43,600	42,626
	APTARGROUP INC (ATR)	1,287	139,173	202,188
	ARAMARK HOLDINGS CORPORATION(ARMK)	10,274	381,973	383,323
	ARCELORMITTALCL A NY REGISTRY (MT)	4,480	103,902	103,622
	ARGENX SE ADR (ARGX)	80	31,947	49,232
	ARROW ELECTRONICS (ARW)	3,424	358,315	387,323
	ASHTAD GROUP PLC ADR (ASHTY)	125	36,676	30,563
	ASM INTERNATIONAL NV (ASMIY)	41	25,413	23,689
	ASML HOLDING NV NY REG NEW (ASML)	351	243,377	243,271
	ASML HOLDING NV NY REG NEW (ASML)	168	137,031	116,437
	ASTRAZENECAPLC ADR (AZN)	1,043	29,274	68,337
	ASTRAZENECAPLC ADR (AZN)	1,026	64,746	67,224
	ASTRAZENECAPLC ADR (AZN)	3,487	227,963	228,468
	AT&T INC (T)	5,712	108,677	130,062
	ATLISSIAN CORPORATIONCL A (TEAM)	368	56,116	89,564
	AXA ADS (AXAHY)	2,703	63,860	96,059
	BAE SYS PLC SPON ADR (BAESY)	612	36,995	35,211
	BANCO BILBAO VIZ ARG SA ADS (BBVA)	5,888	56,631	57,231
	BANCO BRADESCO S A NEW (BBD)	11,071	28,618	21,146
	BANK RAKYAT INDONESIA ADR (BKRKY)	8,607	133,068	109,094
	BARCLAYS PLC ADR (BCS)	23,668	183,387	314,548
	BARRICK GOLD CORP (GOLD)	2,806	53,274	43,493
	BAXTER INTL INC (BAX)	10,472	450,096	305,364
	BEACON ROOFING SUPPLY INC (BECN)	2,905	163,822	295,090
	BEIGENE LTD (BGNE)	52	17,723	9,545
	BERKELEY GROUP HLDGS PLC ADR (BKGFY)	5,166	66,909	50,467
	BILL HOLDINGS INC (BILL)	1,308	121,131	110,801
	BIO-TECHNE CORP (TECH)	3,714	290,901	267,519
	BJS WHSL CLUB HLDGS INC (BJ)	4,436	308,832	396,357
	BNP PARIBAS SP ADR REPSTG (BNPQY)	2,961	83,165	90,787
	BP PLC ADS (BP)	12,726	364,390	376,181
	BP PLC ADS (BP)	695	22,728	20,544
	BP PLC ADS (BP)	6,234	206,787	184,277
	BRIGHT HORIZONS FAMILY SOLUT (BFAM)	981	77,257	108,744
	BRITISH AMER TOB SPON ADR (BTI)	7,047	242,024	255,947
	BRITISH AMER TOB SPON ADR (BTI)	1,289	48,002	46,816
	BRITISH AMER TOB SPON ADR (BTI)	2,708	89,963	98,355
	BROOKFIELD CORP CL A (BN)	925	44,521	53,141
	BUNZL PLC NEW (BZLFY)	1,644	33,212	33,932
	BYD COMPANY LTD UNSPON ADR (BYDDY)	1,075	75,561	73,789
	CANADIAN NATURAL RESOURCES LTD (CNQ)	3,285	71,942	101,408
	CANADIAN PACIFIC KANSAS CITY (CP)	3,095	240,786	223,985
	CAPITEC BANK HOLDINGS LTD ADR (CKHGY)	1,588	62,652	131,885
	CAPGEMINI S E UNSPONSORED ADR (CGEMY)	1,164	41,364	37,783
	CARDINAL HEALTH INC (CAH)	3,886	301,942	459,597
	CARLISLE CO INC (CSL)	562	120,671	207,288
	CARMAX INC (KMX)	1,904	111,404	155,671
	CARREFOUR SA SPONSORED ADR (CRRFY)	23,060	86,185	65,583
	CARVANA CO CL A (CVNA)	1,413	108,635	287,348
	CASELLA WASTE SYS INC CL A (CWST)	1,875	170,962	198,394
	CENOVUS ENERGY INC COM (CVE)	4,910	70,757	74,387

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		<u>Number of Shares</u>		
Common and Preferred Stocks (continued):				
	CHARLES RIVER LABS INTL INC (CRL)	924	\$ 188,178	\$ 170,570
	CHARLES SCHWAB NEW (SCHW)	1,018	73,961	75,342
	CHECK POINT SOFTWARE TECH LTD (CHKP)	386	67,640	72,066
	CHINA MERCHANTS BK CO LTD UNSP (CIHKY)	6,383	217,141	164,343
	CHIPOTLE MEXICAN GRILL INC COM (CMG)	3,900	132,632	235,170
	CHUBB LTD (CB)	704	143,673	194,515
	CISCO SYS INC (CSCO)	4,260	186,217	252,192
	CITIGROUP INC NEW (C)	7,972	391,733	561,149
	CNH INDUSTRIAL N V (CNH)	6,603	76,971	74,812
	COGNIZANT TECH SOLUTIONS CL A (CTSH)	3,614	205,517	277,917
	COLGATE PALMOLIVE CO (CL)	885	67,365	80,455
	COMCASTCORP (NEW) CLASS A (CMCSA)	8,810	277,915	330,639
	COMPAGNIE DE ST GOBAIN UNSP (CODYY)	8,657	143,851	153,644
	COMPASS GROUP PLC SPD ADR (CMPGY)	1,462	30,513	48,742
	CONSTELLATIONBRANDS INC CL A (STZ)	344	87,592	76,024
	CONSTELLATIONENERGY CORP (CEG)	532	59,048	119,014
	CORE & MAIN INC CL A (CNM)	6,567	197,944	334,326
	CORE & MAIN INC CL A (CNM)	5,806	171,239	295,583
	COSAN S A ADR (CSAN)	5,605	84,074	30,491
	COUPANG INC CL A (CPNG)	875	18,676	19,233
	CRH PLC (CRH)	455	18,186	42,097
	CROWN CASTLE INC (CCI)	1,989	201,305	180,522
	CSW INDUSTRIALS INC (CSWI)	521	120,556	183,809
	CTS CORPORATION(CTS)	2,776	125,991	146,378
	CVS HEALTH CORP COM (CVS)	7,322	428,200	328,685
	DAIICHI SANKYO CO LTD SPON ADR (DSNKY)	3,788	93,802	104,897
	DANAHER CORPORATION(DHR)	363	90,048	83,327
	DANONE SPONSORED ADR (DANOY)	3,491	44,994	47,080
	DANONE SPONSORED ADR (DANOY)	5,882	62,594	79,325
	DBS GROUP HOLDINGS LTD SP (DBSDY)	409	35,864	52,431
	DESCARTES SYSTEMS GROUP INC (DSGX)	1,959	151,655	222,542
	DEUTSCHE TELEKOM AG ADR (DTEGY)	4,605	87,495	137,763
	DIAGEO PLC SPON ADR NEW (DEO)	541	82,630	68,777
	DIAGEO PLC SPON ADR NEW (DEO)	1,311	205,855	166,667
	DISCO CORP ADR (DSCSY)	892	20,953	24,253
	DOLLAR GEN CORP NEW COM (DG)	2,295	349,624	174,007
	DOLLAR GEN CORP NEW COM (DG)	930	156,090	70,513
	DOMINION ENERGY INC (D)	1,583	88,048	85,260
	DONALDSON CO INC (DCI)	4,878	268,104	328,533
	DOUGLAS DYNAMICS INC COM (PLOW)	5,998	207,523	141,733
	DR ING H C F PORSCHE AG ADR (DRPRY)	4,566	29,331	27,620
	DSV AS ADR (DSDVY)	591	66,372	62,739
	EAGLE MATLS INC (EXP)	940	146,693	231,954
	EDENRED S A ADR (EDNMY)	1,130	29,865	18,576
	ELECTRONIC ARTS INC (EA)	1,548	214,375	226,472
	ELEVANCE HEALTH INC (ELV)	461	119,931	170,063
	ELEVANCE HEALTH INC (ELV)	198	100,558	73,042
	ELI LILLY & CO (LLY)	191	121,214	147,452
	ELI LILLY & CO (LLY)	707	219,146	545,804
	ENDAVA PLC ADR (DAVA)	2,329	196,894	71,966
	ENEL SOCIETA PER AZIONI ADR (ENLAY)	4,356	33,822	31,058
	ENEL SOCIETA PER AZIONI ADR (ENLAY)	24,440	153,568	174,257
	ENTAIN PLC ADR (GMVHY)	1,566	30,581	13,479
	ENTERGY CORP NEW (ETR)	2,274	129,686	172,415
	EPAM SYSTEMS (EPAM)	200	118,684	46,764
	ESSILORLUXOTTICAADR (ESLOY)	357	35,605	43,548
	EVERTEC INC (EVTC)	3,416	136,467	117,954
	EVOLUTION AB ADR (EVVTY)	387	47,813	29,869
	EXELON CORP (EXC)	3,867	151,483	145,554
	EXPONENT INC (EXPO)	1,719	173,112	153,163

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		<u>Number of Shares</u>		
Common and Preferred Stocks (continued):				
	FANUC CORPORATIONUNSP ADR (FANUY)	12,738	\$ 197,692	\$ 169,199
	FEDERAL SIGNAL CORP (FSS)	503	49,584	46,472
	FERRARI N V (RACE)	117	39,402	49,706
	FIDELITY NATIONAL FINANCIAL IN (FNF)	3,292	113,083	184,813
	FIDELITY NATL INFORMATION SE (FIS)	3,261	258,368	263,391
	FIRST CITIZ BANCSHARES A (FCNCA)	267	227,015	564,176
	FIRSTCASH HLDGS INC (FCFS)	2,900	247,130	300,440
	FLOOR & DECOR HLDGS INC CL-A (FND)	1,353	119,473	134,894
	FLUTTER ENTERTAINMENT PLC (FLUT)	424	47,519	109,583
	FORTREA HOLDINGS INC (FTRE)	1,770	62,708	33,011
	FORTUNE BRANDS INNOVATIONS INC (FBIN)	4,708	290,046	321,698
	FOX CORP CL A (FOXA)	2,240	79,874	108,819
	FUJITSU LTD ADR NEW (FJTSY)	2,016	28,383	35,911
	FUJITSU LTD ADR NEW (FJTSY)	7,687	121,234	136,929
	GALAXY ENTMT GROUP LTD ADR (GXYYY)	1,934	55,905	41,080
	GALLAGHER ARTHUR J & CO (AJG)	454	43,305	128,868
	GATES INDUSTRIAL CORP PLC (GTES)	17,133	199,543	352,426
	GE AEROSPACE NEW (GE)	693	49,205	115,585
	GE VERNOVA INC (GEV)	391	54,645	128,612
	GENERAL MTRS CO (GM)	6,080	175,444	323,882
	GENPACT LTD (G)	11,364	429,828	488,084
	GLENCORE PLC ADR (GLNCY)	15,767	174,452	139,569
	GLOBANT S.A (GLOB)	674	128,119	144,519
	GOLDMAN SACHS GRP INC (GS)	190	72,977	108,798
	GOOSEHEAD INSURANCE INC CLAS A (GSHD)	2,646	108,992	283,704
	GRUPO AEROPORTUARIODEL (PAC)	103	17,802	18,024
	GRUPO FINANCIERO BANORTE SAB (GBOOY)	2,219	76,754	71,694
	GSK PLC ADR (GSK)	4,861	175,905	164,399
	GUIDEWIRE SOFTWARE INC (GWRE)	1,531	116,695	258,096
	HAMILTON LANE CL A (HLNE)	1,867	149,665	276,409
	HASBRO INC (HAS)	3,117	159,071	174,271
	HAYWARD HLDGS INC (HAYW)	9,500	153,783	145,255
	HAYWARD HLDGS INC (HAYW)	11,980	184,892	183,174
	HDFC BANK LTD ADR (HDB)	1,024	71,592	65,393
	HDFC BANK LTD ADR (HDB)	5,182	347,871	330,923
	HEALTHQUITY INC COM (HQY)	2,195	139,301	210,610
	HEICO CORP CLASS A (HEI'A)	1,589	211,484	295,681
	HEIDELBERG MATERIALS AG ADR (HDLMY)	2,232	31,696	55,146
	HEIDELBERG MATERIALS AG ADR (HDLMY)	1,620	41,271	40,025
	HEINEKEN NV SPN ADR (HEINY)	2,544	108,024	90,488
	HENRY SCHEIN INC (HSIC)	5,558	414,787	384,614
	HERMES INTL SCA UNSPON ADR (HESAY)	40	5,570	9,581
	HESS CORPORATION(HES)	1,717	267,780	228,378
	HEWLETT PACKARD ENTERPRISE (HPE)	4,899	87,087	104,594
	HOULIHAN LOKEY INC CL A (HLI)	2,661	192,106	462,109
	HOYA CORP SPONS ADR (HOCPY)	243	36,415	30,638
	HP INC COM (HPQ)	10,954	393,635	357,429
	HUMANA INC (HUM)	294	119,503	74,591
	HUMANA INC (HUM)	486	188,685	123,303
	ICICI BANK LTD (IBN)	2,350	49,611	70,171
	ICICI BANK LTD (IBN)	9,051	190,060	270,263
	INDUSTRIA DE DISENO TEXTIL IND (IDEXY)	2,018	34,324	51,865
	INFINEON TECHNOLOGIES AG (IFNNY)	4,714	169,649	153,276
	ING GROEP NV ADR (ING)	2,344	33,671	36,730
	ING GROEP NV ADR (ING)	5,988	70,081	93,832
	INSIGHT ENTERPRISES INC (NSIT)	1,885	187,401	286,709
	INTERCONTINENTAL EXCHANGE INC (ICE)	1,591	188,770	237,075
	INTERNATIONAL CONS AIRLS GRP (ICAGY)	7,018	52,750	53,070
	INTERNATIONAL FLAVORS&FRAGRANC(IFF)	1,126	90,413	95,203
	INTERPUBLIC GROUP OF COS INC (IPG)	4,123	129,598	115,526

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		<u>Number of Shares</u>		
Common and Preferred Stocks (continued):				
	INTUIT INC (INTU)	196	\$ 90,528	\$ 123,186
	INTUITIVE SURGICAL INC (ISRG)	531	163,729	277,161
	ITAU UNIBANCO MULTIPLE ADR (ITUB)	4,365	25,081	21,650
	JBS S A SPON ADR (JBSAY)	1,576	10,859	18,521
	JD COM INC SPON ADR CL A (JD)	2,562	183,010	88,825
	JOHN BEAN TECHNOLOGIES CORP (JBT)	1,341	149,541	170,441
	JOHNSON CTLS INTL PLC (JCI)	2,741	181,380	216,347
	JPMORGAN CHASE & CO (JPM)	1,522	102,867	364,839
	JULIUS BAER GROUP LTD UN ADR (JBAXY)	5,498	60,221	71,177
	KADANT INC (KAI)	392	79,238	135,236
	KB FINANCIAL GRP INC SONS ADR (KB)	463	23,430	26,345
	KERING S A ADR NEW (PPRUY)	418	29,494	10,312
	KERING S A ADR NEW (PPRUY)	12,359	435,367	304,909
	KEURIG DR PEPPER INC (KDP)	3,685	120,096	118,362
	KIMBERLY CLARK CORP (KMB)	1,210	169,581	158,558
	KINGFISHER PLC SPONS ADR NEW (KGFHY)	12,060	72,425	75,122
	KINGSPAN GROUP PLC UNSPON ADR (KGSPY)	293	18,659	21,375
	KINSALE CAP GROUP INC (KNSL)	557	136,876	259,077
	KONINKLIJKE PHIL EL SP ADR NEW (PHG)	5,673	113,836	143,640
	KONINKLIJKE PHIL EL SP ADR NEW (PHG)	6,315	111,664	159,896
	KRAFT HEINZ CO COM (KHC)	10,044	379,358	308,451
	LABCORP HOLDINGS INC (LH)	1,064	215,901	243,996
	LEAR CORP (LEA)	902	114,630	85,419
	LEGAL & GENERAL PLC (LGGNY)	5,113	72,840	73,576
	LEIDOS HLDGS INC (LDOS)	1,211	105,622	174,457
	LEMAITRE VASCULAR INC (LMAT)	1,446	72,939	133,234
	LI NING COMPANY LTD ADR (LNNGY)	432	22,320	22,885
	LINDE PLC (LIN)	201	68,296	84,153
	LINDE PLC (LIN)	158	52,113	66,150
	LONDON STK EXCHANGE GROUP ADR (LNSTY)	1,084	26,533	38,301
	LONZA GROUP AG ZUERICH ADR (LZAGY)	535	40,351	31,631
	LVMH MOET HENNESSY LOUIS VUITT (LVMUY)	530	74,326	69,754
	L3HARRIS TECHNOLOGIES INC (LHX)	1,786	367,628	375,560
	MAKEMYTRIP LIMITED (MMYT)	537	56,289	60,294
	MANHATTAN ASSOC INC (MANH)	815	104,341	220,246
	MARSH & MCLENNAN COS INC (MMC)	531	89,449	112,790
	MASTERCARD INC CL A (MA)	884	313,687	465,488
	MEDPACE HOLDINGS, INC. (MEDP)	566	128,763	188,042
	MEDTRONIC PLC SHS (MDT)	4,325	357,779	345,481
	MEITUAN ADR (MPNGY)	1,030	50,398	40,230
	MEITUAN ADR (MPNGY)	4,809	289,698	187,830
	MERCADOLIBRE INC (MELI)	81	142,933	138,508
	META PLATFORMS INC CL A (META)	2,126	589,994	1,244,793
	MICRON TECH INC (MU)	1,136	71,902	95,606
	MICROSOFT CORP (MSFT)	897	189,266	378,086
	MICROSOFT CORP (MSFT)	5,116	1,589,945	2,156,393
	MID AMER APART COMM INC (MAA)	604	86,960	93,360
	MINTH GROUP LTD (MNTHY)	1,333	43,597	49,441
	MONGODB INC CL A (MDB)	292	131,380	67,981
	MONOLITHIC PWR SYSTEMS INC (MPWR)	183	97,333	108,281
	MORGAN STANLEY (MS)	710	68,948	89,261
	MORNINGSTAR INC COMMON (MORN)	664	158,195	223,609
	MTU AERO ENGINES AG (MTUAY)	418	40,628	69,687
	MURATA MANUFACTURING CO LTD (MRAAY)	9,063	82,936	73,800
	MURPHY USA INC COM (MUSA)	533	148,013	267,433
	NATWEST GROUP PLC ADR (NWG)	2,109	20,748	21,449
	NATWEST GROUP PLC ADR (NWG)	3,213	18,619	32,676
	NESTE OYJ ADR (NTOIY)	1,727	43,974	10,842
	NESTLE SPON ADR REP REG SHR (NSRGY)	773	97,829	63,870
	NETEASE.COM INC ADS (NTES)	296	29,820	26,406

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SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
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(a)	(b) <u>Identity of Issuer, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of investment including maturity date, rate of interest, collateral, par, or maturity value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
		<u>Number of Shares</u>		
	Common and Preferred Stocks (continued):			
	NETFLIX INC (NFLX)	350	\$ 148,305	\$ 311,962
	NEWELL BRANDS INC (NWL)	6,405	130,791	63,794
	NINTENDO CO LTD ADR NEW (NTDOY)	2,433	33,575	35,595
	NINTENDO CO LTD ADR NEW (NTDOY)	7,793	103,746	114,012
	NOVANTA INC (NOVT)	1,422	226,455	217,239
	NOVO NORDISK A/S ADR (NVO)	2,271	124,732	195,351
	NU HLDGS LTD ORD SHS CL A (NU)	5,025	36,041	52,059
	NVENT ELECTRIC PLC (NVT)	3,559	102,102	242,581
	NVIDIA CORPORATION (NVDA)	16,815	476,786	2,258,085
	OLD DOMINION FREIGHT LINE (ODFL)	322	53,347	56,801
	ONEMAIN HOLDINGS, INC. (OMF)	4,792	239,291	249,807
	PERIMETER SOLUTIONS INC (PRM)	16,399	112,069	209,579
	PERNOD RICARD SA ADR (PRNDY)	783	36,386	17,675
	PFIZER INC (PFE)	2,730	78,473	72,427
	PG&E CORP (PCG)	9,005	154,338	181,721
	PHILIP MORRIS INTL INC (PM)	526	49,813	63,304
	PING AN INSURANCE ADR (PNGAY)	11,764	170,235	139,474
	PKO BANK POLSKI UNSPON ADR (PSZKY)	4,539	64,087	65,670
	PLEXUS CORP (PLXS)	2,120	187,840	331,738
	PPG INDUSTRIES INC (PPG)	1,093	142,341	130,559
	PRIMERICA INC (PRI)	1,138	159,574	308,876
	PROCORE TECHNOLOGIES INC (PCOR)	2,506	178,637	187,775
	PRUDENTIAL PLC ADR (PUK)	10,163	219,410	161,998
	PT BK CENT ASIA TBK ADR (PBCRY)	1,961	26,110	29,470
	PT BK MANDIRI PERSERO TBK UNSP (PPER)	2,603	29,460	36,874
	PT BK NEGARA INDONESIA UN ADR (PTBRY)	4,555	70,990	61,556
	RBC BEARINGS INC (RBC)	637	190,854	190,552
	RECKITT BENCKISER PLC SPNS ADR (RBGLY)	21,868	306,750	264,734
	RECRUIT HOLDINGS CO. LTD. ADR (RCRUY)	9,205	76,010	130,555
	RELX PLC SPONSORED ADR (RELX)	1,912	55,394	86,843
	RENESAS ELECTRONICS CORP ADR (RNECY)	34,037	280,569	221,615
	RENTOKIL INITIAL PLC ADR (RTO)	1,038	42,193	26,282
	REPLIGEN CP (RGEN)	1,652	285,479	237,789
	RHEINMETALL AG UNSPON ADR (RNMBY)	279	17,430	35,512
	RIO TINTO PLC SPON ADR (RIO)	706	46,745	41,520
	ROBERT HALF INC (RHI)	4,963	372,070	349,693
	ROCHE HOLDINGS ADR (RHHBY)	5,516	209,774	192,398
	ROLLS ROYCE HOLDINGS PLC (RYCEY)	4,633	26,501	32,992
	ROLLS ROYCE HOLDINGS PLC (RYCEY)	41,170	38,266	293,172
	ROPER TECHNOLOGIES INC (ROP)	195	90,129	101,371
	ROSS STORES INC (ROST)	877	101,336	132,664
	RTX CORPORATION(RTX)	2,511	179,687	290,573
	RWE AG SPONSORED ADR (RWEQY)	1,287	45,875	38,421
	RXSIGHT INC (RXST)	3,118	136,280	107,197
	RYANAIR HLDGS PLC ADR (RYAAY)	712	31,383	31,036
	S&P GLOBAL INC COM (SPGI)	175	73,406	87,155
	SAFRAN SA (SAFRY)	2,284	72,177	125,408
	SAGE GROUP PLC ADR NEW (SGPYY)	863	42,403	55,035
	SANOFI ADR (SNY)	6,522	311,106	314,556
	SANOFI ADR (SNY)	2,955	147,975	142,520
	SAP AG (SAP)	793	129,317	195,245
	SAP AG (SAP)	711	91,869	175,055
	SCHLUMBERGER LTD (SLB)	1,761	96,075	67,517
	SCHNEIDER ELEC SA UNSP ADR (SBGSY)	1,036	33,911	51,686
	SEA LIMITED ADR (SE)	1,108	277,665	117,559
	SEALED AIR CP NEW (SEE)	5,937	299,461	200,849
	SEMPRA (SRE)	2,897	207,983	254,125
	SERVICENOW INC (NOW)	355	178,666	376,343
	SERVICETITAN INC CL A (TTAN)	210	22,041	21,603
	SEVEN & I HLDGS CO LTD ADR (SVNDY)	2,987	38,226	47,269

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(a)	(b) <u>Identity of Issuer, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of investment including maturity date, rate of interest, collateral, par, or maturity value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
		<u>Number of Shares</u>		
Common and Preferred Stocks (continued):				
	SHELL PLC ADR (SHEL)	4,589	\$ 273,220	\$ 287,501
	SHERWIN WILLIAMS COMPANY OHIO (SHW)	214	55,522	72,745
	SHIN ETSU CHEM CO LTD ADR (SHECY)	3,108	53,292	52,367
	SHINHAN FINANCIAL GROUP CO LTD (SHG)	1,066	44,761	35,050
	SHOPIFY INC (SHOP)	1,131	148,425	120,259
	SHOPIFY INC (SHOP)	960	37,801	102,077
	SIEMENS AKTIENGESELLSCHAFT(SIEGY)	601	41,856	58,105
	SIEMENS HEALTHINEERS AG ADR (SMMNY)	1,274	34,085	33,772
	SIKA AG ADR (SXYAY)	887	25,944	21,121
	SIMPSON MANUFACTURING CO INC (SSD)	2,125	202,766	352,389
	SIMPSON MANUFACTURING CO INC (SSD)	743	84,345	123,212
	SITEONE LANDSCAPE SUPPLY INC (SITE)	1,286	201,406	169,456
	SKECHERS U S A INC CL A (SKX)	5,551	207,998	373,249
	SMC CORP JAPAN SPONSORED ADR (SMCAY)	2,141	60,517	42,353
	SMC CORP JAPAN SPONSORED ADR (SMCAY)	4,773	105,308	94,419
	SMITH & NEPHEW PLC ADR (SNN)	2,100	58,602	51,618
	SMURFIT WESTROCK LTD (SW)	755	33,236	40,664
	SOCIETE GENERALE SP ADR (SCGLY)	6,272	33,836	35,280
	SODEXO (SDXAY)	2,913	49,621	47,992
	SONOVA HLDG AG UNSP ADR (SONVY)	498	40,342	32,564
	SONY GROUP CORPORATIONADR (SONY)	14,673	265,447	310,481
	SONY GROUP CORPORATIONADR (SONY)	1,345	30,020	28,460
	SPS COMMERCE INC (SPSC)	941	172,168	173,135
	SS&C TECHNOLOGIES HLDGS INC (SSNC)	6,217	388,168	471,124
	STANDARD CHARTERED PLC ADR (SCBFY)	1,983	49,759	49,103
	STANDARD CHARTERED PLC ADR (SCBFY)	3,952	74,484	97,859
	STMICROELECTRONICSNV (STM)	580	27,544	14,483
	STRYKER CORP (SYK)	191	48,701	68,770
	SUNCOR ENERGY INC (SU)	4,542	154,855	162,059
	SYNOPSIS INC (SNPS)	375	129,784	182,010
	T-MOBILE US INC COM (TMUS)	709	102,786	156,498
	TAIWAN SMCNDCR MFG CO LTD ADR (TSM)	723	72,746	142,785
	TAIWAN SMCNDCR MFG CO LTD ADR (TSM)	1,736	187,723	342,843
	TAIWAN SMCNDCR MFG CO LTD ADR (TSM)	5,252	649,186	1,037,217
	TAKEDA PHARMACEUTCL CO LTD ADR (TAK)	2,255	32,464	29,856
	TDK CP ADR NEW (TTDKY)	3,106	21,245	40,959
	TECHTRONIC IND LTD SPONS ADR (TTNDY)	739	43,047	48,756
	TECK RESOURCES LTD (TECK)	1,907	88,926	77,291
	TENCENT HLDGS LTD UNSPON ADR (TCEHY)	1,962	100,520	104,339
	TENCENT HLDGS LTD UNSPON ADR (TCEHY)	2,113	90,110	112,369
	TENCENT HLDGS LTD UNSPON ADR (TCEHY)	11,128	633,554	591,787
	TFI INTL INC (TFII)	242	28,724	32,692
	TESLA INC (TSLA)	1,269	288,361	512,473
	THE CIGNA GROUP (CI)	526	109,652	145,250
	THERMO FISHER SCIENTIFIC (TMO)	196	104,210	101,965
	TIMKEN CO (TKR)	2,663	194,471	190,058
	TOKI MARINE HOLDING INS ADR (TKOMY)	1,124	34,878	40,966
	TOKYO ELECTRON LTD UNSPON ADR (TOELY)	570	45,467	43,858
	TOTALENERGIES SE SPONSORED ADS (TTE)	944	53,477	51,448
	TRANE TECHNOLOGIES PLC (TT)	159	24,872	58,727
	TREASURY WINE ESTATES LTD ADR (TSRY)	2,633	21,735	18,471
	TRIMAS CORP COM NEW (TRS)	5,584	160,019	137,311
	TRIP COM GROUP LTD ADR (TCOM)	870	41,848	59,734
	TRIP COM GROUP LTD ADR (TCOM)	1,528	78,381	104,912
	TRUPANION INC (TRUP)	2,646	153,662	127,537
	UBS GROUP AG SHS (UBS)	2,686	83,908	81,440
	UBS GROUP AG SHS (UBS)	1,912	60,664	57,972
	UNICREDIT SPA-ADR (UNCRY)	1,578	30,532	31,475
	UNICREDIT SPA-ADR (UNCRY)	7,033	31,334	140,280
	UNITEDHEALTH GP INC (UNH)	531	248,555	268,612

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		Number of Shares		
	Common and Preferred Stocks (continued):			
	UTD OVERSEAS BK LTD SPON ADR (UOVEY)	1,667	\$ 70,233	\$ 88,788
	UTZ BRANDS INC CL A (UTZ)	9,419	148,476	147,502
	VALE S.A (VALE)	4,092	49,870	36,296
	VALVOLINE INC COM (VVV)	9,411	328,102	340,490
	VERIZON COMMUNICATIONS (VZ)	6,165	258,103	246,538
	VISA INC CL A (V)	651	104,475	205,742
	VISA INC CL A (V)	1,767	394,778	558,443
	WABTEC CORP (WAB)	683	113,811	129,490
	WAL-MART DE MEXICO SA SPON ADR (WMMVY)	2,462	91,190	64,982
	WALT DISNEY CO HLDG CO (DIS)	938	90,194	104,446
	WD 40 COMPANY (WDFC)	495	88,910	120,127
	WEG S.A. SPONSORED ADR (WEGZY)	16,242	90,179	138,739
	WELLS FARGO & CO NEW (WFC)	9,981	322,697	701,065
	WHITE MOUNTAIN GRP BERMUDA (WTM)	106	118,719	206,176
	WILLIAMS CO INC (WMB)	2,814	73,201	152,294
	WILLIS TOWERS WATSON PLC LTD (WTW)	664	146,515	207,991
	WILLSCOT HLDGS CORP CL A (WSC)	2,181	80,167	72,954
	WNS HOLDINGS LIMITED (WNS)	2,750	209,591	130,323
	WOLTERS KLUWER NV SPON ADR (WTKWY)	205	30,682	34,049
	ZIONS BANCORPORATIONN A (ZION)	5,398	195,298	292,842
	ZOETIS INC CLASS-A (ZTS)	545	107,338	88,797
	Total Common and Preferred Stocks		\$ 55,717,214	\$ 69,317,396
	Money Market Funds:			
	Morgan Stanley Bank N/A		\$ 249,440	\$ 249,440
	Morgan Stanley Private Bank		2,239,855	2,239,855
	Invesco Prem US Govt Money Inst		313,716	313,716
	Federated Hermes Govt OBL AVR		1,492,513	1,492,513
	Total Money Market Funds		\$ 4,295,524	\$ 4,295,524
	Mutual Funds:			
	LM Martin Currie Smash Ser EM	327,087	\$ 4,086,739	\$ 2,855,468
	Victory Trivint Intl Sml Cap I	273,927	4,395,535	4,067,822
	Total Mutual Funds		\$ 8,482,274	\$ 6,923,290
	Investment Partnerships:			
	ProLoan Bond Fund, LLC		\$ 4,210,990	\$ 4,158,928
	Intercontinental Real Estate Fund		6,176,373	4,504,326
	Blackstone Infrastructure Partners - V Feeder L.P.		6,000,000	6,014,924
	Total Investment Partnerships		\$ 16,387,363	\$ 14,678,178
	Total Investments		\$ 134,264,814	\$ 146,736,735

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

**CLT&E PENSION PLAN
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 SCHEDULE H, LINE 4J - SCHEDULE OF REPORTABLE TRANSACTIONS
 DECEMBER 31, 2024**

<u>(a)</u>	<u>(b)</u> <u>Description of Asset</u>	<u>(c)</u> <u>Purchase Price</u>	<u>(d)</u> <u>Selling Price</u>	<u>(g)</u> <u>Cost of Asset</u>	<u>(h)</u> <u>Current Value of Asset on Transaction Date</u>	<u>(i)</u> <u>Net Gain or (Loss)</u>
	VANGUARD TOTAL BOND MARKET	\$ 7,534,679		\$ 7,534,679	\$ 7,534,679	\$ -