

**Form 5500-SF**

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security Administration  
Pension Benefit Guaranty Corporation

**Short Form Annual Return/Report of Small Employee Benefit Plan**

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

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

OMB Nos. 1210-0110  
1210-0089

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

**Part II Basic Plan Information**—enter all requested information

<b>1a</b> Name of plan POTOMAC HIGHLANDS PATHOLOGY ASSOCIATES, P.A. DEFINED BENEFIT PENSION PLAN	<b>1b</b> Three-digit plan number (PN) ▶	003
	<b>1c</b> Effective date of plan	01/01/2009
<b>2a</b> 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) POTOMAC HIGHLANDS PATHOLOGY ASSOCIATES, P.A.  12500 WILLOWBROOK ROAD P.O. BOX 539 CUMBERLAND, MD 21502	<b>2b</b> Employer Identification Number (EIN)	52-1943679
	<b>2c</b> Sponsor's telephone number	240-964-2500
	<b>2d</b> Business code (see instructions)	621111
<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor.	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> 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. <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5a</b> Total number of participants at the beginning of the plan year .....	<b>5a</b>	4
<b>b</b> Total number of participants at the end of the plan year .....	<b>5b</b>	0
<b>c(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....	<b>5c(1)</b>	
<b>c(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....	<b>5c(2)</b>	
<b>d(1)</b> Total number of active participants at the beginning of the plan year .....	<b>5d(1)</b>	4
<b>d(2)</b> Total number of active participants at the end of the plan year .....	<b>5d(2)</b>	0
<b>e</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested .....	<b>5e</b>	0

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

SIGN HERE	Filed with authorized/valid electronic signature.	06/25/2025	NOEL THOMPSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor

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

<b>Part III Financial Information</b>			
<b>7</b> Plan Assets and Liabilities		<b>(a) Beginning of Year</b>	<b>(b) End of Year</b>
<b>a</b> Total plan assets .....	<b>7a</b>	2674108	0
<b>b</b> Total plan liabilities .....	<b>7b</b>		
<b>c</b> Net plan assets (subtract line 7b from line 7a) .....	<b>7c</b>	2674108	0
<b>8</b> Income, Expenses, and Transfers for this Plan Year		<b>(a) Amount</b>	<b>(b) Total</b>
<b>a</b> Contributions received or receivable from:			
<b>(1)</b> Employers .....	<b>8a(1)</b>	48000	
<b>(2)</b> Participants .....	<b>8a(2)</b>		
<b>(3)</b> Others (including rollovers) .....	<b>8a(3)</b>		
<b>b</b> Other income (loss) .....	<b>8b</b>	379997	
<b>c</b> Total income (add lines 8a(1), 8a(2), 8a(3), and 8b) .....	<b>8c</b>		427997
<b>d</b> Benefits paid (including direct rollovers and insurance premiums to provide benefits) .....	<b>8d</b>	3102105	
<b>e</b> Certain deemed and/or corrective distributions (see instructions) .	<b>8e</b>		
<b>f</b> Administrative service providers (salaries, fees, commissions) .....	<b>8f</b>		
<b>g</b> Other expenses .....	<b>8g</b>		
<b>h</b> Total expenses (add lines 8d, 8e, 8f, and 8g) .....	<b>8h</b>		3102105
<b>i</b> Net income (loss) (subtract line 8h from line 8c) .....	<b>8i</b>		-2674108
<b>j</b> Transfers to (from) the plan (see instructions) .....	<b>8j</b>		

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

<b>Part V Compliance Questions</b>				
<b>10</b> During the plan year:		<b>Yes</b>	<b>No</b>	<b>Amount</b>
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program) .....	<b>10a</b>		X	
<b>b</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.) .....	<b>10b</b>		X	
<b>c</b> Was the plan covered by a fidelity bond? .....	<b>10c</b>	X		378000
<b>d</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....	<b>10d</b>		X	
<b>e</b> Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.) .....	<b>10e</b>		X	
<b>f</b> Has the plan failed to provide any benefit when due under the plan? .....	<b>10f</b>		X	
<b>g</b> Did the plan have any participant loans? (If "Yes," enter amount as of year-end.) .....	<b>10g</b>		X	
<b>h</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....	<b>10h</b>			
<b>i</b> If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3 .....	<b>10i</b>			

**Part VI Pension Funding Compliance**

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

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

**b PBGC missed contribution reporting requirements.** If the plan is covered by PBGC and the amount reported on line 11a is greater than \$0, has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:  
 Yes.  
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.  
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.  
 No. Other. Provide explanation \_\_\_\_\_

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

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

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

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

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

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

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

**Part VII Plan Terminations and Transfers of Assets**

**13a** Has a resolution to terminate the plan been adopted in any plan year? .....  Yes  No

**a** If "Yes," enter the amount of any plan assets that reverted to the employer this year..... **13a** 0

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

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

13c(1) Name of plan(s):	13c(2) EIN(s)	13c(3) PN(s)

**Part VIII IRS Compliance Questions**

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

**14b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).  
 Design-based safe harbor method  
 "Prior year" ADP test  
 "Current year" ADP test  
 N/A

**15** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 03 / 30 / 2018 (MM/DD/YYYY) and the Opinion Letter serial number J501366A.

<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  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).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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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.

<b>A</b> Name of plan <u>POTOMAC HIGHLANDS PATHOLOGY ASSOCIATES, P.A. DEFINED BENEFIT PENSION PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>003</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>POTOMAC HIGHLANDS PATHOLOGY ASSOCIATES, P.A.</u>	<b>D</b> Employer Identification Number (EIN) <u>52-1943679</u>	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500	

<b>Part I Basic Information</b>			
<b>1</b> Enter the valuation date:	Month <u>01</u>	Day <u>01</u>	Year <u>2024</u>
<b>2</b> Assets:			
<b>a</b> Market value .....	<b>2a</b>	<u>2674108</u>	
<b>b</b> Actuarial value .....	<b>2b</b>	<u>2674108</u>	
<b>3</b> Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
<b>a</b> For retired participants and beneficiaries receiving payment .....	<u>0</u>	<u>0</u>	<u>0</u>
<b>b</b> For terminated vested participants .....	<u>0</u>	<u>0</u>	<u>0</u>
<b>c</b> For active participants .....	<u>4</u>	<u>2352132</u>	<u>2352132</u>
<b>d</b> Total .....	<u>4</u>	<u>2352132</u>	<u>2352132</u>
<b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>		
<b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor .....	<b>4b</b>		
<b>5</b> Effective interest rate .....	<b>5</b>	<u>4.78 %</u>	
<b>6</b> Target normal cost			
<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	<u>118677</u>	
<b>b</b> Expected plan-related expenses .....	<b>6b</b>	<u>0</u>	
<b>c</b> Target normal cost .....	<b>6c</b>	<u>118677</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.

<b>SIGN HERE</b>  Signature of actuary  <u>WILLIAM G. KARBON, MSPA, CPC</u> Type or print name of actuary  <u>CBIZ BENEFITS &amp; INSURANCE SERVICES</u> Firm name  <u>1009 LENOX DRIVE</u> <u>SUITE 105</u> <u>LAWRENCEVILLE, NJ 08648</u>  Address of the firm	<u>06/24/2025</u> Date  <u>23-04568</u> Most recent enrollment number  <u>609-895-5332</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

<b>Part II Beginning of Year Carryover and Prefunding Balances</b>		(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	495005
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	0
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	495005
<b>10</b>	Interest on line 9 using prior year's actual return of <u>6.64</u> % .....	0	32868
<b>11</b>	Prior year's excess contributions to be added to prefunding balance:		
	<b>a</b> Present value of excess contributions (line 38a from prior year) .....		5405
	<b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>4.82</u> % .....		261
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		5666
	<b>d</b> Portion of (c) to be added to prefunding balance .....		5666
<b>12</b>	Other reductions in balances due to elections or deemed elections .....	0	0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....	0	533539

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	91.00 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	113.68 %
<b>16</b>	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	89.84 %
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

<b>Part IV Contributions and Liquidity Shortfalls</b>		<b>18 Contributions made to the plan for the plan year by employer(s) and employees:</b>					
(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		
08/22/2024	30000	0					
09/11/2024	18000	0					
			<b>Totals ▶</b>	<b>18(b)</b>	48000	<b>18(c)</b>	0

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

<b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....	<b>19a</b>	0
<b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....	<b>19b</b>	0
<b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date .....	<b>19c</b>	46544

**20** Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

<b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b>			
<b>21</b> Discount rate:			
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code) .....			<b>21b</b> 1
<b>22</b> Weighted average retirement age .....			<b>22</b> 62
<b>23</b> Mortality table(s) (see instructions)	<input checked="" type="checkbox"/> Prescribed - combined <input type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute		

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

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

<b>Part VIII Minimum Required Contribution For Current Year</b>			
<b>31</b> Target normal cost and excess assets (see instructions):			
<b>a</b> Target normal cost (line 6c) .....			<b>31a</b> 118677
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....			<b>31b</b> 0
<b>32</b> Amortization installments:	Outstanding Balance	Installment	
<b>a</b> Net shortfall amortization installment .....	211563	19248	
<b>b</b> Waiver amortization installment.....	0	0	
<b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount .....			<b>33</b>
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....			<b>34</b> 137925
	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement .....	0	91381	91381
<b>36</b> Additional cash requirement (line 34 minus line 35) .....			<b>36</b> 46544
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....			<b>37</b> 46544
<b>38</b> Present value of excess contributions for current year (see instructions)			
<b>a</b> Total (excess, if any, of line 37 over line 36)			<b>38a</b> 0
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....			<b>38b</b>
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....			<b>39</b> 0
<b>40</b> Unpaid minimum required contributions for all years .....			<b>40</b> 0

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

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

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**

**EIN/PN: 52-1943679/003**

**Actuarial Cost Method**

Traditional Unit Credit

**Actuarial Value of Assets**

Market Value

**Date of Calculations**

January 1, 2024

**Employees Included in the Calculations**

All active employees who have met the Plan's eligibility requirements as of the valuation date are included in the calculations. Former employees or their survivors who are receiving or are entitled to receive an immediate or deferred benefit under the provisions of the Plan are also included.

**Source of Data**

Data is as of the valuation date and is supplied to us by the Employer.

We rely on the Employer to inform us of any former participants who have been rehired and lost prior service because of the length of their break-in-service. These employees may have participation requirements different from other new employees.

Although we believe these to be accurate and complete, we have not audited the data and financial information provided.

Pre-retirement for Retirement and Spousal Benefits:

Investment Return - Segment Rates (1-month lookback)

		<b><u>For 404</u></b>	<b><u>For 430 and 436</u></b>
Sample Rates:	Rate 1:	4.21%	4.75%
	Rate 2:	4.86%	4.87%
	Rate 3:	4.87%	5.59%
Mortality:	None assumed		
Termination of Employment:	None.		
Salary Scale:	None.		
Retirement Age:	Normal retirement age or attained age at end of year, if later. No early subsidized retirement benefits are provided.		

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

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**

**EIN/PN: 52-1943679/003**

Post-retirement for Retirement Benefits:

Investment Return - Segment Rates (1-month lookback)

		<b><u>For 404</u></b>	<b><u>For 430 and 436</u></b>
Sample Rates:	Rate 1:	4.21%	4.75%
	Rate 2:	4.86%	4.87%
	Rate 3:	4.87%	5.59%

Mortality: N/A Cash Balance Plan and 100% lump sums assumed.

Plan Expenses: Based on estimated administrative expenses paid from plan assets.

Form of Benefit Payment: 100% of Participants are assumed to elect a Lump Sum.

Future Interest Crediting Rate: For balances prior to January 1, 2017, the 3rd segment rate for IRC 430 purposes is assumed for future interest crediting rate. For balances after January 1, 2017, 5.00% future interest credited rate is assumed.

Effective Rate of Interest: 4.78%

Changes Since Prior Valuation: None.

**SCHEDULE SB  
(Form 5500)**

Department of the Treasury  
Internal Revenue Service  
Department of Labor  
Employee Benefits Security Administration  
Pension Benefit Guaranty Corporation

**Single-Employer Defined Benefit Plan  
Actuarial Information**

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

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

OMB No. 1210-0110

**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

▶ **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.

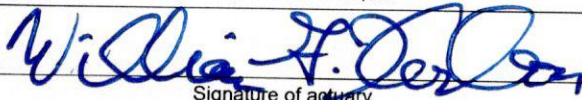
<b>A</b> Name of plan POTOMAC HIGHLANDS PATHOLOGY ASSOCIATES, P.A. DEFINED BENEFIT PENSION PLAN		<b>B</b> Three-digit plan number (PN) ▶	003
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Potomac Highlands Pathology Associates, P.A.		<b>D</b> Employer Identification Number (EIN) 52-1943679	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B		<b>F</b> Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500	

**Part I Basic Information**

<b>1</b> Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>			
<b>2</b> Assets:			
<b>a</b> Market value .....	<b>2a</b>	2,674,108	
<b>b</b> Actuarial value .....	<b>2b</b>	2,674,108	
<b>3</b> Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
<b>a</b> For retired participants and beneficiaries receiving payment .....	0	0	0
<b>b</b> For terminated vested participants .....	0	0	0
<b>c</b> For active participants .....	4	2,352,132	2,352,132
<b>d</b> Total .....	4	2,352,132	2,352,132
<b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b) .....	<input type="checkbox"/>		
<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>		
<b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor .....	<b>4b</b>		
<b>5</b> Effective interest rate .....	<b>5</b>	4.78%	
<b>6</b> Target normal cost			
<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	118,677	
<b>b</b> Expected plan-related expenses .....	<b>6b</b>	0	
<b>c</b> Target normal cost .....	<b>6c</b>	118,677	

**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.

<b>SIGN HERE</b>		<u>6/24/2025</u>
	Signature of actuary	Date
WILLIAM G. KARBON, MSPA, CPC		2304568
	Type or print name of actuary	Most recent enrollment number
CBIZ BENEFITS & INSURANCE SERVICES		609-895-5332
	Firm name	Telephone number (including area code)
1009 Lenox Drive Suite 105 Lawrenceville NJ 08648		
	Address of the firm	

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

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

Schedule SB (Form 5500) 2024  
v. 240311

<b>Part II Beginning of Year Carryover and Prefunding Balances</b>		(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	495,005
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	0
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	495,005
<b>10</b>	Interest on line 9 using prior year's actual return of <u>6.64%</u> .....	0	32,868
<b>11</b>	Prior year's excess contributions to be added to prefunding balance:		
	<b>a</b> Present value of excess contributions (line 38a from prior year) .....		5,405
	<b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>4.82%</u> .....		261
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		5,666
	<b>d</b> Portion of (c) to be added to prefunding balance .....		5,666
<b>12</b>	Other reductions in balances due to elections or deemed elections .....	0	0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d - line 12) .....	0	533,539

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	91.00%
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	113.68%
<b>16</b>	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	89.84%
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

<b>Part IV Contributions and Liquidity Shortfalls</b>		<b>18 Contributions made to the plan for the plan year by employer(s) and employees:</b>					
(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		
08/22/2024	30,000	0					
09/11/2024	18,000	0					
			<b>Totals ▶</b>	<b>18(b)</b>	48,000	<b>18(c)</b>	0

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

<b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....	<b>19a</b>	0
<b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....	<b>19b</b>	0
<b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date .....	<b>19c</b>	46,544

**20** Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

**21** Discount rate:

**a** Segment rates:

1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
------------------------	------------------------	------------------------	---

**b** Applicable month (enter code)..... **21b** 1

**22** Weighted average retirement age ..... **22** 62

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

**Part VI Miscellaneous Items**

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

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

**26** Demographic and benefit information

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

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

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

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

**28** Unpaid minimum required contributions for all prior years ..... **28** 0

**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... **29** 0

**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) ..... **30** 0

**Part VIII Minimum Required Contribution For Current Year**

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

**a** Target normal cost (line 6c)..... **31a** 118,677

**b** Excess assets, if applicable, but not greater than line 31a ..... **31b** 0

**32** Amortization installments:

	Outstanding Balance	Installment
<b>a</b> Net shortfall amortization installment .....	211,563	19,248
<b>b</b> Waiver amortization installment .....	0	0

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

**34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).... **34** 137,925

	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement .....	0	91,381	91,381
<b>36</b> Additional cash requirement (line 34 minus line 35).....			46,544
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....			46,544

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

**a** Total (excess, if any, of line 37 over line 36) ..... **38a** 0

**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances ..... **38b**

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

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

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

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

**Schedule SB, line 32 - Schedule of Amortization Bases**

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**  
**EIN/PN: 52-1943679/003**

**ATTACHMENT TO SCHEDULE SB, LINE 32:  
SCHEDULE OF AMORTIZATION BASES**

<u>Type of Base</u>	<u>Date Established</u>	<u>Number of Remaining Payments</u>	<u>Amortization Amount</u>	<u>Value of Remaining Installments</u>
Shortfall	1/1/2024	15	\$ 19,248	\$ 211,563
			\$ 19,248	\$ 211,563

**Schedule SB, line 22 - Description of Weighted Average Retirement Age**

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**

**EIN/PN: 52-1943679/003**

Age	Retirement Rate	Weight	Age x Weight
62	100%	100.00%	62.00
Weighted Average Retirement Age			62.00
Rounded to Nearest Integer			62

Schedule SB, line 19 - Discounted Employer Contributions  
 Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan  
 EIN/PN: 52-1943679/003

**ATTACHMENT TO SCHEDULE SB, LINE 19**  
**DISCOUNTED EMPLOYER CONTRIBUTIONS**

Deposit Date	Amount	Discount Rate **	Designation	Due Date	DaysLate	To VD	w/LI	w/EI
8/22/2024	\$27,451.00	4.78%	1st Quarter	4/15/2024	129	105	26,209	26,644
8/22/2024	\$2,549.00	4.78%	2nd Quarter	7/15/2024	38	196	2,462	2,474
9/11/2024	\$18,000.00	4.78%	2nd Quarter	7/15/2024	58	196	17,298	17,426
Total Deposited							45,969	46,544

\*\* Effective Rate plus 5% for period between due date and deposit date

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

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**  
**EIN/PN: 52-1943679/003**

**Actuarial Cost Method**

Traditional Unit Credit

**Actuarial Value of Assets**

Market Value

**Date of Calculations**

January 1, 2024

**Employees Included in the Calculations**

All active employees who have met the Plan's eligibility requirements as of the valuation date are included in the calculations. Former employees or their survivors who are receiving or are entitled to receive an immediate or deferred benefit under the provisions of the Plan are also included.

**Source of Data**

Data is as of the valuation date and is supplied to us by the Employer.

We rely on the Employer to inform us of any former participants who have been rehired and lost prior service because of the length of their break-in-service. These employees may have participation requirements different from other new employees.

Although we believe these to be accurate and complete, we have not audited the data and financial information provided.

**Pre-retirement for Retirement and Spousal Benefits:**

Investment Return - Segment Rates (1-month lookback)

Sample Rates:	Rate 1:	<b><u>For 404</u></b>	<b><u>For 430 and 436</u></b>
	Rate 2:	4.21%	4.75%
	Rate 3:	4.86%	4.87%
Mortality:	None assumed		5.59%
Termination of Employment:	None.		
Salary Scale:	None.		
Retirement Age:	Normal retirement age or attained age at end of year, if later. No early subsidized retirement benefits are provided.		

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

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**  
**EIN/PN: 52-1943679/003**

Post-retirement for Retirement Benefits:

Investment Return - Segment Rates (1-month lookback)

Sample Rates:		<u>For 404</u>	<u>For 430 and 436</u>
	Rate 1:	4.21%	4.75%
	Rate 2:	4.86%	4.87%
	Rate 3:	4.87%	5.59%

Mortality: N/A Cash Balance Plan and 100% lump sums assumed.

Plan Expenses: Based on estimated administrative expenses paid from plan assets.

Form of Benefit Payment: 100% of Participants are assumed to elect a Lump Sum.

Future Interest Crediting Rate: For balances prior to January 1, 2017, the 3rd segment rate for IRC 430 purposes is assumed for future interest crediting rate. For balances after January 1, 2017, 5.00% future interest credited rate is assumed.

Effective Rate of Interest: 4.78%

Changes Since Prior Valuation: None.

**Schedule SB, Part V - Statement of Plan Provisions**

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**  
**EIN/PN: 52-1943679/003**

The following summary describes Principal Plan Provisions assumed in calculating the cost of your Pension Plan.

**General Information**

Original Effective Date	1/1/2009
Plan Year	January 1 through December 31
Employer ID No.	52-1943679
Plan Number	003

**Eligibility**

All employees of the Employer age 21 or older are eligible to participate in the Plan as of the January 1st or July 1st next following the completion of one year of service with at least 1,000 hours of service.

**Service**

Service shall equal total years of service with the Employer. A year of service is credited for each plan year in which an employee works 1,000 hours.

**Normal Retirement Date**

A participant shall be eligible for normal retirement benefits on the first of the month following the later of his/her 62nd birthday or his/her 5th anniversary of participation.

**Normal Retirement Benefit**

The Actuarial Equivalent of the Hypothetical Account at Normal Retirement Age (the account balance at retirement is converted to a benefit based on the 1994 GAR Mortality Table and 5.50% interest).

For allocations prior to January 1, 2017, The interest rate is the "third segment rate" as defined by Internal Revenue Code Section 430(h)(2)(c)(iii) used to determine the minimum funding requirement under Internal Revenue Code 430 for the Plan Year.

For allocations on or after January 1, 2017, the interest rate is 5.00%.

Allocations are based on a percentage of eligible compensation as determined under the following table:

<u>Group</u>	<u>Allocation Rate</u>
Shareholders	12.25%
Non-Shareholders	3.00%

**Schedule SB, Part V - Statement of Plan Provisions**

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**  
**EIN/PN: 52-1943679/003**

**Delayed Retirement**

The Participant may elect one of the following:

(1) To postpone receiving the payment of monthly retirement benefits until actual retirement. At the close of each Plan Year prior to actual Retirement Date, a Participant shall be entitled to a retirement benefit equal to the greater of (i) the Actuarial Equivalent of the monthly retirement benefit such Participant was entitled to at the close of the prior Plan Year, or (ii) the Participant's Accrued Benefit determined at the close of the Plan Year.

(2) To commence receiving the payment of monthly retirement benefits provided for in the Plan as though actual retirement had occurred on Normal Retirement Date.

**Compensation**

Compensation is defined as total compensation paid during a Plan Year that is subject to income tax, that is, all compensation reported on Form W-2. Compensation for each year shall not exceed the IRC Section 401(a)(17) limit.

**Accrued Benefit**

The Accrued Benefit at any time prior to a participant's Normal Retirement Date shall be the portion of his/her Normal Retirement Benefit that has been earned as of a determination date.

**Early Retirement Benefit**

None provided.

**Disability Retirement Benefit**

None provided.

**Death Benefit**

In the event of a participant's death on or before retirement age, the participant's beneficiary will receive a death benefit equal to the actuarial equivalent of the participant's Accrued Benefit.

**Severance Benefit**

Upon termination of employment after three years of Vesting Service, a participant shall have a vested interest in his accrued benefit, which will be payable at Normal Retirement Date. The percentage vested shall be:

<u>Years of Vesting Service</u>	<u>Vested Percent</u>
Fewer than three	0%
Three or more	100%

Years prior to the effective date of this plan are included for vesting purposes.

**Schedule SB, Part V - Statement of Plan Provisions**

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**  
**EIN/PN: 52-1943679/003**

**Normal Form of Payment**

The Normal Form of Payment is an annuity paid in monthly installments for life, or if married, an actuarially equivalent 50% Joint & Survivor Annuity.

**Optional Methods of Settlement**

All Optional Methods of Settlement are actuarially equivalent to the Normal Form of Payment.

Options available are as follows:

- (1) An equivalent annuity benefit to be paid during the participant's lifetime with 50%, 75% or 100% of the equivalent benefit to be continued to his spouse for her lifetime after his death.
- (2) A single lump sum payment.

Optional methods of annuity settlement are actuarially equivalent to the Normal Form of Payment based on the 94 GAR Mortality Table and a 5.50% interest rate. Lump sum is the Hypothetical Account balance at the date of determination.

**Additional Information**

The above description is a summary only; for additional details, reference should be made to the formal Plan Document.

**Changes Since Last Valuation**

None.

**Schedule SB, line 22 - Description of Weighted Average Retirement Age**

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**

**EIN/PN: 52-1943679/003**

Age	Retirement Rate	Weight	Age x Weight
62	100%	100.00%	62.00
Weighted Average Retirement Age			62.00
Rounded to Nearest Integer			62

**Schedule SB, line 19 - Discounted Employer Contributions**

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**

**EIN/PN: 52-1943679/003**

**ATTACHMENT TO SCHEDULE SB, LINE 19**

**DISCOUNTED EMPLOYER CONTRIBUTIONS**

Deposit Date	Amount	Discount Rate **	Designation	Due Date	DaysLate	To VD	w/LI	w/EI
8/22/2024	\$27,451.00	4.78%	1st Quarter	4/15/2024	129	105	26,209	26,644
8/22/2024	\$2,549.00	4.78%	2nd Quarter	7/15/2024	38	196	2,462	2,474
9/11/2024	\$18,000.00	4.78%	2nd Quarter	7/15/2024	58	196	17,298	17,426
						Total	45,969	46,544
Total Deposited	\$48,000.00							

\*\* Effective Rate plus 5% for period between due date and deposit date

**Schedule SB, Part V - Statement of Plan Provisions**

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**  
**EIN/PN: 52-1943679/003**

The following summary describes Principal Plan Provisions assumed in calculating the cost of your Pension Plan.

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Employer ID No.	52-1943679
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**Eligibility**

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**Service**

Service shall equal total years of service with the Employer. A year of service is credited for each plan year in which an employee works 1,000 hours.

**Normal Retirement Date**

A participant shall be eligible for normal retirement benefits on the first of the month following the later of his/her 62nd birthday or his/her 5th anniversary of participation.

**Normal Retirement Benefit**

The Actuarial Equivalent of the Hypothetical Account at Normal Retirement Age (the account balance at retirement is converted to a benefit based on the 1994 GAR Mortality Table and 5.50% interest).

For allocations prior to January 1, 2017, The interest rate is the "third segment rate" as defined by Internal Revenue Code Section 430(h)(2)(c)(iii) used to determine the minimum funding requirement under Internal Revenue Code 430 for the Plan Year.

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<u>Group</u>	<u>Allocation Rate</u>
Shareholders	12.25%
Non-Shareholders	3.00%

**Schedule SB, Part V - Statement of Plan Provisions**

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**

**EIN/PN: 52-1943679/003**

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(2) To commence receiving the payment of monthly retirement benefits provided for in the Plan as though actual retirement had occurred on Normal Retirement Date.

**Compensation**

Compensation is defined as total compensation paid during a Plan Year that is subject to income tax, that is, all compensation reported on Form W-2. Compensation for each year shall not exceed the IRC Section 401(a)(17) limit.

**Accrued Benefit**

The Accrued Benefit at any time prior to a participant's Normal Retirement Date shall be the portion of his/her Normal Retirement Benefit that has been earned as of a determination date.

**Early Retirement Benefit**

None provided.

**Disability Retirement Benefit**

None provided.

**Death Benefit**

In the event of a participant's death on or before retirement age, the participant's beneficiary will receive a death benefit equal to the actuarial equivalent of the participant's Accrued Benefit.

**Severance Benefit**

Upon termination of employment after three years of Vesting Service, a participant shall have a vested interest in his accrued benefit, which will be payable at Normal Retirement Date. The percentage vested shall be:

<u>Years of Vesting Service</u>	<u>Vested Percent</u>
Fewer than three	0%
Three or more	100%

Years prior to the effective date of this plan are included for vesting purposes.

**Schedule SB, Part V - Statement of Plan Provisions**

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**

**EIN/PN: 52-1943679/003**

**Normal Form of Payment**

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**Optional Methods of Settlement**

All Optional Methods of Settlement are actuarially equivalent to the Normal Form of Payment.

Options available are as follows:

- (1) An equivalent annuity benefit to be paid during the participant's lifetime with 50%, 75% or 100% of the equivalent benefit to be continued to his spouse for her lifetime after his death.
- (2) A single lump sum payment.

Optional methods of annuity settlement are actuarially equivalent to the Normal Form of Payment based on the 94 GAR Mortality Table and a 5.50% interest rate. Lump sum is the Hypothetical Account balance at the date of determination.

**Additional Information**

The above description is a summary only; for additional details, reference should be made to the formal Plan Document.

**Changes Since Last Valuation**

None.

**Schedule SB, line 32 - Schedule of Amortization Bases**

**Plan Name: Potomac Highlands Pathology Associates, P.A. Defined Benefit Pension Plan**

**EIN/PN: 52-1943679/003**

**ATTACHMENT TO SCHEDULE SB, LINE 32:**

**SCHEDULE OF AMORTIZATION BASES**

<u>Type of Base</u>	<u>Date Established</u>	<u>Number of Remaining Payments</u>	<u>Amortization Amount</u>	<u>Value of Remaining Installments</u>
Shortfall	1/1/2024	15	<u>\$ 19,248</u>	<u>\$ 211,563</u>
			\$ 19,248	\$ 211,563