

**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

<p><b>1a</b> Name of plan <u>M&amp;F BANCORP, INC. CASH BALANCE PLAN</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶</p>	<p><u>001</u></p>
	<p><b>1c</b> Effective date of plan</p>	<p><u>12/01/1945</u></p>
<p><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) <u>M&amp;F BANCORP, INC.</u>  <u>2634 DURHAM-CHAPEL HILL BLVD.</u> <u>DURHAM, NC 27707</u></p>	<p><b>2b</b> Employer Identification Number (EIN) <u>56-1980549</u></p>	
	<p><b>2c</b> Sponsor's telephone number</p>	<p><u>919-683-1521</u></p>
	<p><b>2d</b> Business code (see instructions)</p>	<p><u>522120</u></p>
<p><b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor.</p>	<p><b>3b</b> Administrator's EIN</p>	
	<p><b>3c</b> Administrator's telephone number</p>	
<p><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</p>	<p><b>4b</b> EIN</p>	
	<p><b>4d</b> PN</p>	
<p><b>5a</b> Total number of participants at the beginning of the plan year .....</p>	<p><b>5a</b></p>	<p><u>63</u></p>
<p><b>b</b> Total number of participants at the end of the plan year .....</p>	<p><b>5b</b></p>	<p><u>60</u></p>
<p><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) .....</p>	<p><b>5c(1)</b></p>	
<p><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) .....</p>	<p><b>5c(2)</b></p>	
<p><b>d(1)</b> Total number of active participants at the beginning of the plan year .....</p>	<p><b>5d(1)</b></p>	<p><u>18</u></p>
<p><b>d(2)</b> Total number of active participants at the end of the plan year .....</p>	<p><b>5d(2)</b></p>	<p><u>16</u></p>
<p><b>e</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested .....</p>	<p><b>5e</b></p>	<p><u>0</u></p>

**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.

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	09/09/2025	RANDALL C. HALL, EVP & CFO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>	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 543018. (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>	6099611	5795119
<b>b</b> Total plan liabilities .....	<b>7b</b>	0	0
<b>c</b> Net plan assets (subtract line 7b from line 7a) .....	<b>7c</b>	6099611	5795119
<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>	0	
<b>(2)</b> Participants .....	<b>8a(2)</b>	0	
<b>(3)</b> Others (including rollovers) .....	<b>8a(3)</b>	0	
<b>b</b> Other income (loss) .....	<b>8b</b>	526991	
<b>c</b> Total income (add lines 8a(1), 8a(2), 8a(3), and 8b) .....	<b>8c</b>		526991
<b>d</b> Benefits paid (including direct rollovers and insurance premiums to provide benefits) .....	<b>8d</b>	794712	
<b>e</b> Certain deemed and/or corrective distributions (see instructions) .	<b>8e</b>	0	
<b>f</b> Administrative service providers (salaries, fees, commissions) .....	<b>8f</b>	36771	
<b>g</b> Other expenses .....	<b>8g</b>	0	
<b>h</b> Total expenses (add lines 8d, 8e, 8f, and 8g) .....	<b>8h</b>		831483
<b>i</b> Net income (loss) (subtract line 8h from line 8c) .....	<b>8i</b>		-304492
<b>j</b> Transfers to (from) the plan (see instructions) .....	<b>8j</b>	0	

<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 3D 3H
<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		4000000
<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? (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.  Yes  No

**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**

**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.)

<b>13c(1)</b> Name of plan(s):	<b>13c(2)</b> EIN(s)	<b>13c(3)</b> 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 J501819A.

<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>M&amp;F BANCORP, INC. CASH BALANCE PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>M&amp;F BANCORP, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>56-1980549</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	

**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>	<u>6069611</u>
	<b>b</b> Actuarial value .....	<b>2b</b>	<u>6314062</u>
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	<u>27</u>	<u>2319091</u>
	<b>b</b> For terminated vested participants .....	<u>18</u>	<u>561455</u>
	<b>c</b> For active participants .....	<u>18</u>	<u>1667755</u>
	<b>d</b> Total .....	<u>63</u>	<u>4548301</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>5.02 %</u>
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	<u>85052</u>
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	<u>0</u>
	<b>c</b> Target normal cost .....	<b>6c</b>	<u>85052</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>08/18/2025</u> Date
	<u>DAVID J. KUPSTAS, FSA</u> Type or print name of actuary	<u>23-05869</u> Most recent enrollment number
	<u>NFP</u> Firm name	<u>804-729-9791</u> Telephone number (including area code)
	<u>1640 HUGUENOT ROAD MIDLOTHIAN, VA 23113-2427</u> Address of the firm	

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

<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	792914
<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	792914
<b>10</b>	Interest on line 9 using prior year's actual return of <u>12.83</u> % .....	0	101731
<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) .....		0
	<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>5.08</u> % .....		0
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		0
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		0
	<b>d</b> Portion of (c) to be added to prefunding balance .....		0
<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	894645

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	119.15 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	138.82 %
<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>	120.59 %
<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	
<b>Totals ▶</b>			<b>18(b)</b>	0	<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>	0

**20** Quarterly contributions and liquidity shortfalls:

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

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

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

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

<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: 4.96 %	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code) .....			<b>21b</b> 0
<b>22</b> Weighted average retirement age .....			<b>22</b> 65
<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 checked="" type="checkbox"/> Yes <input 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> 85052
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....			<b>31b</b> 85052
<b>32</b> Amortization installments:	Outstanding Balance	Installment	
<b>a</b> Net shortfall amortization installment .....	0	0	
<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> 0
	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement .....	0	0	0
<b>36</b> Additional cash requirement (line 34 minus line 35) .....			<b>36</b> 0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....			<b>37</b> 0
<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> 0
<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, Line 26 - Schedule of Active Participant Data**

<u>Age</u>	<u>Years of Credited Service</u>										<u>Total</u>
	<u>&lt; 1</u>	<u>1-4</u>	<u>5-9</u>	<u>10-14</u>	<u>15-19</u>	<u>20-24</u>	<u>25-29</u>	<u>30-34</u>	<u>35-39</u>	<u>40+</u>	
<b>&lt;25</b>	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>25-29</b>	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>30-34</b>	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>35-39</b>	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>40-44</b>	0	0	0	0	3	0	0	0	0	0	<b>3</b>
<b>45-49</b>	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>50-54</b>	0	0	0	0	0	1	0	0	0	0	<b>1</b>
<b>55-59</b>	0	0	0	3	1	1	1	0	1	0	<b>7</b>
<b>60-64</b>	0	0	0	0	1	0	2	0	1	0	<b>4</b>
<b>65-69</b>	0	0	0	0	0	0	0	0	0	2	<b>2</b>
<b>70+</b>	0	0	0	0	1	0	0	0	0	0	<b>1</b>
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>18</b>

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

### Description of Funding Method

Under the Pension Protection Act of 2006, minimum required contributions must be determined based on the methodology prescribed in Internal Revenue Code Section 430 and the regulations thereunder. Specifically, the minimum required contribution for a plan year is the sum of

- (1) the target normal cost of the plan for the plan year
- (2) the shortfall amortization charge (if any)
- (3) the waiver amortization charge (if any).

The **target normal cost** is the present value of all benefits expected to accrue during the plan year. This includes benefits attributable to services performed in a preceding plan year which are increased due to increases in compensation during the current plan year.

The **shortfall amortization charge** is the sum of the **shortfall amortization installments** for the most recent 15 plan years (including the current plan year). If plan assets are less than the applicable percentage of the funding target, a **shortfall amortization base** will be established equal to the funding shortfall less the outstanding value of all prior shortfall amortization bases. The shortfall amortization installment is the amount necessary to amortize the shortfall amortization base over 15 years. If the funding shortfall is \$0, all shortfall amortization bases in effect will be wiped out.

The **funding target** is the present value of all benefits accrued under the plan as of the beginning of the plan year. Both the funding target and target normal cost are based on three segment interest rates, the first segment rate being for benefit payments to be made in 0 to 5 years, the second segment rate being for benefit payments to be made in 5 to 20 years, and the third segment rate being for benefit payment to be made in 20 years or later.

The **waiver amortization charge** is the aggregate total of **waiver amortization installments** for all **waiver amortization bases** established in the preceding five years. Waiver amortization bases are established when a plan sponsor cannot meet the minimum funding requirements for a plan year and applies for a waiver of minimum funding for that year.

If the actuarial value of plan assets is greater than or equal to the funding target, the minimum required contribution is the target normal cost less any excess of the actuarial value of assets over the funding target. The minimum required contribution is not to be less than \$0.

In determining whether the minimum required contribution as of a valuation date has been met, any contributions made after the valuation date are discounted back to the valuation date at the plan's **effective interest rate**. This is the single rate applied to all future contingent benefit payments which produces the same funding target as the three segment interest rates.

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## **Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)**

### **Asset Valuation Method**

The actuarial value of the assets is the average of the asset values as of the valuation date and the two preceding valuation dates, each adjusted for contributions, benefit payments, expenses, and assumed earnings since the determination date. The assumed rate of earnings is equal to the lesser of 7.00% and the third segment rate (5.92% for 2022 and 5.74% for 2023).

### **Valuation Date**

The plan's actuarial valuation date is the first day of the plan year.

### **Valuation Procedures**

We used financial data submitted by the trustee without further audit and participant data as supplied by the plan sponsor. This information would customarily not be verified by a plan's actuary. We have reviewed the information for internal consistency, and we have no reason to doubt its substantial accuracy.

The limitations of Internal Revenue Code Sections 401(a)(17) and 415(b) have been incorporated into our calculations. Both limits were indexed in the maximum contribution calculation since the plan is covered by the PBGC.

No liability is held for non-vested, inactive employees who have a break-in-service, or for non-vested employees who have quit, been terminated, or died, even if a break-in-service had not occurred as of the valuation date.

All participants are assumed to work at least 1,000 hours in future years, even if they worked less than 1,000 hours in the preceding year.

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**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)**

**Actuarial Assumptions**

<b>Interest Rates:</b>	<b>MAP-21</b>	<b>Non-MAP-21</b>		
	<b><u>Funding</u></b>	<b><u>Funding</u></b>	<b><u>PBGC</u></b>	
First segment	4.75%	4.37%	5.01%	
Second segment	4.96%	4.96%	5.13%	
Third segment	5.59%	4.95%	5.15%	
Effective interest rate	5.02%	N/A	N/A	
Rate used to adjust prior assets in average value	5.92% in 2022, 5.74% in 2023 (lesser of 7.00% and third segment rate)			
<b>Interest Rate Elections:</b>	<b>Funding:</b> segmented rates (no yield curve), zero-month lookback			
	<b>PBGC:</b> spot segment rates (standard premium funding target rates)			
<b>Mortality:</b>	2024 static combined mortality per Treasury Regulation §1.430(h)(3)-1(e). Lump sum conversions are based on the 2024 applicable mortality table in IRS Notice 2023-73.			
<b>Retirement:</b>	<b><u>Age</u></b>	<b><u>Rate</u></b>		
	55-61	2%		
	62	25%		
	63-64	10%		
	65 or after	100%		
<b>Turnover:</b>	Sample rates are as follows:			
	<b><u>Age</u></b>	<b><u>Rate</u></b>	<b><u>Age</u></b>	<b><u>Rate</u></b>
	25	.0967	45	.0635
	30	.0918	50	.0314
	35	.0871	55	.0155
	40	.0744	56+	.0000
<b>Disability:</b>	None			
<b>Future Cash Balance Interest Credits:</b>	4.50%			

## **Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)**

<b>Salary Scale:</b>	3.00%
<b>Increases in Compensation Limit (Section 401(a)(17))</b>	4.00% per year (maximum deduction calculation only)
<b>Expenses Paid from Plan:</b>	None
<b>Marriage:</b>	Actual spousal data used for retirees. All pre-1998 termines are assumed to be married, with husbands three years older than wives. No assumption on marriage made for others since full lump sum is payable, and assumed to be paid, to beneficiary even if beneficiary is someone other than the spouse.
<b>Form of Benefit:</b>	Participants in pay status are assumed to continue receiving form of benefit currently being paid. All pre-1998 termines are assumed to receive a life annuity. Other participants are assumed to receive a lump sum equal to the cash balance account, plus a life annuity based on the excess (if any) of the present value of the grandfathered accrued benefit over the cash balance account.
<b>New Entrants:</b>	None assumed
<b>Excluded Employees:</b>	Employees who have not met the age and service requirements are not included in the valuation.
<b>Rehire of Terminated Participants:</b>	None assumed

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**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).

OMB Nos. 1210-0110  
1210-0089

**2024**

**This Form is Open to Public Inspection**

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

**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 M&F Bancorp, Inc. Cash Balance Plan		<b>1b</b> Three-digit plan number (PN) ▶ 001
<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) M&F Bancorp, Inc.  2634 Durham-Chapel Hill Blvd.  Durham NC 27707		<b>1c</b> Effective date of plan 12/01/1945
<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor.		<b>2b</b> Employer Identification Number (EIN) 56-1980549
<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>2c</b> Sponsor's telephone number 919-683-1521
<b>5a</b> Total number of participants at the beginning of the plan year ..... <b>b</b> Total number of participants at the end of the plan year ..... <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>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>d(1)</b> Total number of active participants at the beginning of the plan year ..... <b>d(2)</b> Total number of active participants at the end of the plan year ..... <b>e</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested .....		<b>2d</b> Business code (see instructions)  522120
<b>Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.</b> 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.		<b>3b</b> Administrator's EIN
<b>SIGN HERE</b> <u>Randall C. Hall</u>		<b>3c</b> Administrator's telephone number
Signature of plan administrator		<b>4b</b> EIN
<b>SIGN HERE</b> <u>Randall C. Hall</u>		<b>4d</b> PN
Signature of employer/plan sponsor		<b>5a</b> 63
		<b>5b</b> 60
		<b>5c(1)</b>
		<b>5c(2)</b>
		<b>5d(1)</b> 18
		<b>5d(2)</b> 16
		<b>5e</b> 0

<b>SIGN HERE</b>	<u>Randall C. Hall</u>	<u>9/9/2025</u>	Randall C. Hall, EVP & CFO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>	<u>Randall C. Hall</u>	<u>9/9/2025</u>	Randall C. Hall, EVP & CFO
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor

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

- 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>		<b>(a) Beginning of Year</b>	<b>(b) End of Year</b>
<b>7</b>	Plan Assets and Liabilities		
<b>a</b>	Total plan assets .....	<b>7a</b> 7,881,137	8,002,894
<b>b</b>	Total plan liabilities.....	<b>7b</b>	
<b>c</b>	Net plan assets (subtract line 7b from line 7a).....	<b>7c</b> 7,881,137	8,002,894
<b>8</b>		<b>(a) Amount</b>	<b>(b) Total</b>
<b>8</b>	Income, Expenses, and Transfers for this Plan Year		
<b>a</b>	Contributions received or receivable from:		
	(1) Employers .....	<b>8a(1)</b> 265,719	
	(2) Participants.....	<b>8a(2)</b> 379,351	
	(3) Others (including rollovers).....	<b>8a(3)</b>	
<b>b</b>	Other income (loss).....	<b>8b</b> 798,265	
<b>c</b>	Total income (add lines 8a(1), 8a(2), 8a(3), and 8b).....	<b>8c</b>	1,443,335
<b>d</b>	Benefits paid (including direct rollovers and insurance premiums to provide benefits).....	<b>8d</b> 1,255,410	
<b>e</b>	Certain deemed and/or corrective distributions (see instructions).....	<b>8e</b> 8,948	
<b>f</b>	Administrative service providers (salaries, fees, commissions).....	<b>8f</b> 57,220	
<b>g</b>	Other expenses.....	<b>8g</b>	
<b>h</b>	Total expenses (add lines 8d, 8e, 8f, and 8g).....	<b>8h</b>	1,321,578
<b>i</b>	Net income (loss) (subtract line 8h from line 8c).....	<b>8i</b>	121,757
<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: 2E 2F 2G 2J 2K 2T 3D 3H
<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>		<b>Yes</b>	<b>No</b>	<b>Amount</b>
<b>10</b>	During the plan year:			
<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	4,000,000
<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	129,265
<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>	X	
<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**

**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? (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.  Yes  No

**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**

**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.)

<b>13c(1)</b> Name of plan(s):	<b>13c(2)</b> EIN(s)	<b>13c(3)</b> 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 06/30/2020 (MM/DD/YYYY) and the Opinion Letter serial number Q703912a.

**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 M&F Bancorp, Inc. Cash Balance Plan		<b>B</b> Three-digit plan number (PN) ▶	001
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF M&F Bancorp, Inc.		<b>D</b> Employer Identification Number (EIN) 56-1980549	
<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>	6,069,611	
<b>b</b> Actuarial value .....	<b>2b</b>	6,314,062	
<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 .....	27	2,319,091	2,319,091
<b>b</b> For terminated vested participants .....	18	561,455	561,455
<b>c</b> For active participants .....	18	1,667,755	1,667,755
<b>d</b> Total .....	63	4,548,301	4,548,301
<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>	5.02%	
<b>6</b> Target normal cost			
<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	85,052	
<b>b</b> Expected plan-related expenses .....	<b>6b</b>	0	
<b>c</b> Target normal cost .....	<b>6c</b>	85,052	

**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>08/18/2025</u>
	Signature of actuary	Date
<u>David J. Kupstas, FSA</u>	Type or print name of actuary	<u>2305869</u>
<u>NFP</u>	Firm name	<u>Most recent enrollment number</u>
<u>1640 Huguenot Road</u>	<u>Address of the firm</u>	<u>804-729-9791</u>
<u>Midlothian VA 23113-2427</u>		<u>Telephone number (including area code)</u>

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.



<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: 4.96 %	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code).....				<b>21b</b> 0
<b>22</b> Weighted average retirement age .....				<b>22</b> 65
<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 checked="" type="checkbox"/> Yes <input 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> 85,052
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....				<b>31b</b> 85,052
<b>32</b> Amortization installments:	Outstanding Balance		Installment	
<b>a</b> Net shortfall amortization installment .....	0		0	
<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> 0
	Carryover balance	Prefunding balance	Total balance	
<b>35</b> Balances elected for use to offset funding requirement .....	0	0	0	
<b>36</b> Additional cash requirement (line 34 minus line 35).....				<b>36</b> 0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....				<b>37</b> 0
<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> 0
<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, Line 22 – Description of Weighted Average Retirement Age

Retirements are assumed to occur at the following rates:

<u>Age</u>	<u>Rate</u>
55-61	2%
62	25%
63-64	10%
65 or after	100%

The steps in determining the weighted average retirement age are as follows:

1. Determine the earliest possible retirement age for each active and terminated vested participant.
  2. Determine the weighted average retirement age for each participant by summing over all possible retirement ages the product of the retirement age times the probability of retirement at that age (based on the table above).
  3. The weighted average retirement age for the plan is the mean of the weighted average retirement ages for all active and terminated vested participants.
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## Schedule SB, Part V – Summary of Plan Provisions

**Plan Name:** M&F Bancorp, Inc. Cash Balance Plan

**Effective Date:** December 1, 1945. Amended and restated January 1, 2022.

**Plan Year:** January 1 to December 31

**Fiscal Year:** January 1 to December 31

**Plan Status:** Frozen to new entrants as of May 1, 2014

**Eligibility:** Age 21, one year of service.

**Cash Balance Account:** Sum of beginning account balance (if any) at January 1, 1998, plus sum of annual Retirement Credits, plus sum of annual Interest Credits, less any payments from the account.

**Retirement Credits:** At the end of each plan year, participants shall receive Retirement Credits based on length of service, as follows:

<u>Years of Service</u>	<u>Percentage of Compensation</u>
0 - 4.99	3.00%
5 - 9.99	4.00%
10 - 14.99	5.00%
15 - 19.99	6.00%
20 - 24.99	8.00%
25 or more	10.00%

**Interest Credits:** Product of the Cash Balance Account as of first day of plan year times Interest Credit Percentage. The Interest Credit Percentage is the greater of (i) the yield on 10-year treasury bonds for December preceding the plan year and (ii) 4.50%.

**Compensation:** Total annual compensation, including deferrals under Code Sections 125, 401(k), 403(b), 408(k), or 132(f), but excluding reimbursements, fringe benefits, and taxable value of group term life insurance.

**Normal Retirement:** Age 65

**Early Retirement:** Age 55

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## Schedule SB, Part V – Summary of Plan Provisions (continued)

<b>Early or Normal Retirement Benefits:</b>	The cash balance account payable as an annuity or lump sum, as elected by the participant. Participants who separated from service prior to January 1, 1998 are not eligible to receive lump sums.
<b>Delayed Retirement:</b>	Delayed retirees will continue to receive allocations until actual retirement. Benefit at retirement will not be less than actuarial equivalent of normal retirement benefit.
<b>Vesting:</b>	Three-year cliff
<b>Termination Benefits:</b>	If a vested participant terminates before his earliest retirement date, he may receive the cash balance account as a lump sum or as the normal form of annuity. No other annuity forms are available until early retirement date. If the lump sum is \$1,000 or less, the participant will be paid a lump sum without his consent. No benefits are payable to a participant who separated from service prior to January 1, 1998 until early or normal retirement.
<b>Disability Benefits:</b>	No disability benefits are provided under the plan. Disabled participants are treated the same as terminated participants.
<b>Death Benefits:</b>	Lump sum or life annuity payable to surviving spouse of married participant. Lump sum payable to beneficiary of unmarried participant. Surviving spouses of pre-1998 terminees who are married shall receive a life annuity. No death benefits for participants who are not vested or for unmarried pre-1998 terminees.
<b>Grandfathered Accrued Benefit:</b>	Generally, the accrued benefit as of December 31, 1997. The Grandfathered Accrued Benefit shall not be less than the greater of the accrued benefit as of June 20, 1995 and the accrued benefit as of March 15, 1999, with benefits in both cases based on the terms of the plan in effect prior to the amendment made on the date in question.

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## Schedule SB, Part V – Summary of Plan Provisions (continued)

- Grandfathering Rules:** A participant's benefit shall be at least as great as his Grandfathered Accrued Benefit. The excess of the grandfathered benefit over the regular benefit shall be paid in an annuity if the excess represents more than \$100 of annuity, or in the same form as the regular benefit if the excess represents \$100 of annuity or less.
- The grandfathered benefit shall be reduced by 1/180 for the first 60 months and 1/360 for each of the next 60 months that a participant age 55 or older elects early payment. If the participant is age 55 and has at least 30 years of service, the grandfathered benefit shall not be reduced for early commencement.
- Normal Form of Benefit:** Life annuity for unmarried participants, 50% joint and survivor annuity for married participants.
- Optional Forms:** Life annuity, joint and survivor annuity (50%, 66⅔%, 75% (QOSA), 100%), life annuity with 10 years certain, lump sum (if termination occurred on or after January 1, 1998).
- Actuarial Equivalence:** **To convert account balance to single life annuity:** Mortality: Applicable 417(e)(3) table for plan year. Interest: three segment rates for lump sums from October preceding plan year.
- To convert single life annuity to another form of payment:** 1984 Unisex Pension Mortality Table, 5% interest.
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