

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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

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

Part I Annual Report Identification Information

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

- A This return/report is for: a multiemployer plan, a multiple-employer plan, a single-employer plan, a DFE, etc.
B This return/report is: the first return/report, the final return/report, an amended return/report, a short plan year return/report, etc.
C If the plan is a collectively-bargained plan, check here.
D Check box if filing under: Form 5558, automatic extension, the DFVC program, special extension, etc.
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.

Part II Basic Plan Information—enter all requested information

1a Name of plan: RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK
1b Three-digit plan number (PN): 001
1c Effective date of plan: 05/01/1949
2a Plan sponsor's name, mailing address, city or town, state or province, country, and ZIP or foreign postal code: THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK, 42 WEST 44TH STREET, NEW YORK, NY 10036-6690
2b Employer Identification Number (EIN): 13-0453095
2c Plan Sponsor's telephone number: 212-382-6640
2d Business code (see instructions): 813000

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

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes entries for Cecilia Sakosky on 10/08/2025.

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

Form 5500 (2024) v. 240311

<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>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	118
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	17
	<b>6a(2)</b>	17
	<b>6b</b>	66
	<b>6c</b>	26
	<b>6d</b>	109
	<b>6e</b>	8
	<b>6f</b>	117
	<b>6g(1)</b>	
<b>6g(2)</b>		
<b>6h</b>		0
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

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

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

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

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

<b>a Pension Schedules</b>	<b>b General Schedules</b>
(1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information)
(2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan)
(3) <input checked="" type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> <b>A</b> (Insurance Information) – Number Attached <u>0</u>
(4) <input type="checkbox"/> <b>DCG</b> (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information)
(5) <input type="checkbox"/> <b>MEP</b> (Multiple-Employer Retirement Plan Information)	(5) <input type="checkbox"/> <b>D</b> (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> <b>G</b> (Financial Transaction Schedules)

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

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

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

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

**11c** Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code \_\_\_\_\_

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<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>RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK</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>THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK</u>	<b>D</b> Employer Identification Number (EIN) <u>13-0453095</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 type="checkbox"/> 100 or fewer <input checked="" 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>6010490</u>	
<b>b</b> Actuarial value .....	<b>2b</b>	<u>6010490</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>73</u>	<u>3956965</u>	<u>3956965</u>
<b>b</b> For terminated vested participants .....	<u>29</u>	<u>735771</u>	<u>735771</u>
<b>c</b> For active participants .....	<u>17</u>	<u>1096245</u>	<u>1096245</u>
<b>d</b> Total .....	<u>119</u>	<u>5788981</u>	<u>5788981</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>5.01 %</u>	
<b>6</b> Target normal cost			
<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	<u>0</u>	
<b>b</b> Expected plan-related expenses .....	<b>6b</b>	<u>81000</u>	
<b>c</b> Target normal cost .....	<b>6c</b>	<u>81000</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>MICHAEL C. HENDERSON, ASA, EA, MAAA</u> Type or print name of actuary  <u>BPAS ACTUARIAL &amp; PENSION SERVICES</u> Firm name  <u>90 MERRICK AVE.</u> <u>#102</u> <u>EAST MEADOW, NY 11554</u>  Address of the firm	<u>08/12/2025</u> Date  <u>23-08330</u> Most recent enrollment number  <u>212-284-9000</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	0
<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	0
<b>10</b>	Interest on line 9 using prior year's actual return of <u>15.57</u> % .....	0	0
<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>5.13</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	0

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	103.82 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	103.82 %
<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>	88.64 %
<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		
04/11/2024	21506	0					
07/08/2024	21506	0					
10/15/2024	21506	0					
01/08/2025	21506	0					
			<b>Totals ▶</b>	<b>18(b)</b>	86024	<b>18(c)</b>	0

<b>19</b>	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> 83359	
<b>20</b>	Quarterly contributions and liquidity shortfalls:		
<b>a</b>	Did the plan have a "funding shortfall" for the prior year? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>b</b>	If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? .....	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>c</b>	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> 4
<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> 81000
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....			<b>31b</b> 81000
<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> 83359
<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> 83359
<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			

<b>SCHEDULE C</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>Service Provider Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</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**

<b>A</b> Name of plan <b>RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK</b>	<b>D</b> Employer Identification Number (EIN) <b>13-0453095</b>	

**Part I Service Provider Information (see instructions)**

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

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

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

**b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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

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

WILMINGTON TRUST

RODNEY SQUARE NORTH  
1100 NORTH MARKET STREET  
WILMINGTON, DE 19890-0001

51-0055023

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 28 51	NONE	33897	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

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

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

**Part I Service Provider Information (continued)**

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

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

**Part II Service Providers Who Fail or Refuse to Provide Information**

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

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

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

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

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

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

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

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

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE H</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>Financial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500.</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 <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK</b>	<b>D</b> Employer Identification Number (EIN) <b>13-0453095</b>

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

		(a) Beginning of Year	(b) End of Year
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	7275	10954
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	0	21506
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>		
<b>(3)</b> Other .....	<b>1b(3)</b>		
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>		
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	0	429835
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>		
<b>(B)</b> All other .....	<b>1c(3)(B)</b>	0	299130
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>		
<b>(8)</b> Participant loans .....	<b>1c(8)</b>		
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>		
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>		
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	6003215	5291184
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>		
<b>(15)</b> Other .....	<b>1c(15)</b>		

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>		
(2) Employer real property.....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>		
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	6010490	6052609
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>		
<b>h</b> Operating payables.....	<b>1h</b>		
<b>i</b> Acquisition indebtedness.....	<b>1i</b>		
<b>j</b> Other liabilities.....	<b>1j</b>		
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	0	0
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	6010490	6052609

**Part II Income and Expense Statement**

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

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	86024	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	0	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>	0	
(2) Noncash contributions.....	<b>2a(2)</b>	0	
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		86024
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>	0	
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>	9190	
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>	8522	
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>	0	
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>	0	
<b>(F)</b> Other.....	<b>2b(1)(F)</b>	0	
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		17712
<b>(2) Dividends: (A) Preferred stock.....</b>	<b>2b(2)(A)</b>	0	
<b>(B) Common stock.....</b>	<b>2b(2)(B)</b>	0	
<b>(C) Registered investment company shares (e.g. mutual funds).....</b>	<b>2b(2)(C)</b>	144070	
<b>(D) Total dividends. Add lines 2b(2)(A), (B), and (C)</b> .....	<b>2b(2)(D)</b>		144070
<b>(3) Rents.....</b>	<b>2b(3)</b>		0
<b>(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....</b>	<b>2b(4)(A)</b>	88869	
<b>(B) Aggregate carrying amount (see instructions).....</b>	<b>2b(4)(B)</b>	87283	
<b>(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....</b>	<b>2b(4)(C)</b>		1586
<b>(5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....</b>	<b>2b(5)(A)</b>	0	
<b>(B) Other.....</b>	<b>2b(5)(B)</b>	7262	
<b>(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....</b>	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		0
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		0
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		0
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		284412
<b>c</b> Other income .....	<b>2c</b>		0
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	<b>2d</b>		541066

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	<b>2e(1)</b>	465049	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>	0	
(3) Other .....	<b>2e(3)</b>	0	
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		465049
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		0
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	<b>2g</b>		0
<b>h</b> Interest expense .....	<b>2h</b>		0
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>	0	
(2) Contract administrator fees .....	<b>2i(2)</b>	0	
(3) Recordkeeping fees .....	<b>2i(3)</b>	0	
(4) IQPA audit fees .....	<b>2i(4)</b>	0	
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	0	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>	0	
(7) Actuarial fees .....	<b>2i(7)</b>	0	
(8) Legal fees .....	<b>2i(8)</b>	0	
(9) Valuation/appraisal fees .....	<b>2i(9)</b>	0	
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses .....	<b>2i(11)</b>	33898	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		33898
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	<b>2j</b>		498947

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		42119
<b>l</b> Transfers of assets:			
(1) To this plan .....	<b>2l(1)</b>		0
(2) From this plan .....	<b>2l(2)</b>		0

**Part III Accountant's Opinion**

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

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

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

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

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

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

(1) Name: EISNERAMPER LLP

(2) EIN: 87-1363769

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

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

**Part IV Compliance Questions**

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

During the plan year:

	Yes	No	Amount
<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.)		X	
<b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
<b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
<b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
<b>e</b> Was this plan covered by a fidelity bond?	X		3000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
<b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?  Yes  No  
If "Yes," enter the amount of any plan assets that reverted to the employer this year \_\_\_\_\_.

**5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> PN(s)

**5c** Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) .....  Yes    No    Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 560361.

<b>SCHEDULE R</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>Retirement Plan Information</b>  This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500.</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

<b>A</b> Name of plan <u>RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK</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 <u>THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK</u>	<b>D</b> Employer Identification Number (EIN) <u>13-0453095</u>	

<b>Part I</b>	<b>Distributions</b>
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**All references to distributions relate only to payments of benefits during the plan year.**

<b>1</b> Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	<b>1</b>	<u>0</u>
<b>2</b> Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  EIN(s): _____		
<b>Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.</b>		
<b>3</b> Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....	<b>3</b>	<u>0</u>

<b>Part II</b>	<b>Funding Information</b> (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .....  Yes  No  N/A  
**If the plan is a defined benefit plan, go to line 8.**

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

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

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

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

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

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

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

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

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

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

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

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

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

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

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

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

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

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

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

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

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

**a** Enter the percentage of plan assets held as:  
 Public Equity: \_\_\_\_\_% Private Equity: \_\_\_\_\_% Investment-Grade Debt and Interest Rate Hedging Assets: \_\_\_\_\_%  
 High-Yield Debt: \_\_\_\_\_% Real Assets: \_\_\_\_\_% Cash or Cash Equivalents: \_\_\_\_\_% Other: \_\_\_\_\_%

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

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

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

**b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:  
 Yes.  
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.  
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.  
 No. Other. Provide explanation: \_\_\_\_\_

**Part VII IRS Compliance Questions**

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

**21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).  
 Design-based safe harbor method  
 "Prior year" ADP test  
 "Current year" ADP test  
 N/A

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

RETIREMENT PLAN OF THE ASSOCIATION  
OF THE BAR OF THE CITY OF NEW YORK

FINANCIAL STATEMENTS

DECEMBER 31, 2024 and 2023  
(with supplemental information)

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

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## INDEPENDENT AUDITORS' REPORT

The Board of Directors  
The Association of the Bar of the City of New York  
as Plan Administrator for the  
Retirement Plan of the Association of the Bar of the City of New York  
and Plan Participants

### ***Scope and Nature of the ERISA Section 103(a)(3)(C) Audit***

We have performed audits of the financial statements of the Retirement Plan of the Association of the Bar of the City of New York (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for each of the years then ended, and the statement of accumulated plan benefits as of December 31, 2023, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note C to the financial statements, is complete and accurate.

### ***Opinion***

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

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

### ***Basis for Opinion***

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

### ***Responsibilities of Management for the Financial Statements***

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

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

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

### ***Auditors’ Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan’s internal control. Accordingly, no such opinion is expressed.



- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

#### ***Other Matter***

##### *Supplemental Schedules Required by ERISA*

The supplemental schedules of assets (held at end of year) as of December 31, 2024, and of reportable transactions for the year ended December 31, 2024, are presented for purposes of additional analysis and are not required parts of the financial statements, but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.



- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

*EisnerAmper LLP*

EISNERAMPER LLP  
New York, New York  
October 2, 2025

EISNERAMPER  
LLP



**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Statements of Net Assets Available for Benefits**

	<u>December 31,</u>	
	<u>2024</u>	<u>2023</u>
<b>ASSETS</b>		
Cash (non-interest bearing)	\$ 10,954	\$ 7,275
Investments at fair value	<u>6,012,596</u>	<u>6,003,215</u>
	<u>6,023,550</u>	<u>6,010,490</u>
Contribution receivable - employer	21,506	-
Accrued income	<u>7,553</u>	<u>-</u>
	<u>29,059</u>	<u>-</u>
<b>Net assets available for benefits</b>	<b><u>\$ 6,052,609</u></b>	<b><u>\$ 6,010,490</u></b>

# RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK

## Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31,	
	<u>2024</u>	<u>2023</u>
<b>Additions to (deductions from) net assets attributable to:</b>		
Investment income:		
Net realized and unrealized appreciation in investments	\$ 293,260	\$ 736,805
Interest and dividend income	161,782	135,166
Employer contributions	<u>86,024</u>	<u>89,500</u>
	<u>541,066</u>	<u>961,471</u>
Other income	<u>2,213</u>	<u>-</u>
Total additions	<u>543,279</u>	<u>961,471</u>
Benefits paid to participants	(465,049)	(467,448)
Administrative expenses	<u>(36,111)</u>	<u>(113,684)</u>
Total deductions	<u>(501,160)</u>	<u>(581,132)</u>
<b>Increase in net assets available for benefits</b>	<u>42,119</u>	<u>380,339</u>
Net assets available for benefits - beginning of year	<u>6,010,490</u>	<u>5,630,151</u>
<b>Net assets available for benefits - end of year</b>	<u>\$ 6,052,609</u>	<u>\$ 6,010,490</u>

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Statement of Accumulated Plan Benefits  
December 31, 2023**

**Actuarial present value of accumulated plan benefits:**

Vested benefits:	
Participants currently receiving payments	\$ 3,982,694
Other participants	<u>1,838,054</u>
Total vested benefits	5,820,748
Non-vested benefits	<u>-</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 5,820,748</u>

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Statement of Changes in Accumulated Plan Benefits  
Year Ended December 31, 2023**

<b>Actuarial present value of accumulated plan benefits - beginning of year</b>	\$ 6,083,469
Changes during the year attributable to:	
Actuarial gain	(370,357)
Benefits paid	(467,448)
Increase for interest due to the decrease in the discount period	350,985
Change in actuarial assumptions	<u>224,099</u>
<b>Actuarial present value of accumulated plan benefits - end of year</b>	<u><b>\$ 5,820,748</b></u>

# RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK

## Notes to Financial Statements December 31, 2024 and 2023

### NOTE A - DESCRIPTION OF THE PLAN

The accompanying financial statements and supplemental schedules are those of the Retirement Plan of the Association of the Bar of the City of New York (the "Plan"), and users of these financial statements and supplemental schedules are directed to the independent auditors' report on pages 1 through 4. Likewise, the brief description of the Plan contained herein is provided solely for the purposes of general information and interested persons should refer to the Plan agreement for a more complete description of the Plan's provisions. A copy of the Plan agreement can be obtained from The Association of the Bar of the City of New York (the "Association"), which is the administrator of the Plan.

The Plan's operations are overseen by the Association's Board of Directors. The Board has overall responsibility for the activities of the Plan. The Board determines the appropriateness of the Plan's investment offerings and monitors investment performance.

The trustee and recordkeeper of the Plan is Wilmington Trust ("Wilmington"), and the actuary is BPAS Actuarial & Pension Services.

#### [1] Effective date:

The Plan's effective date was May 1, 1949 (amended as of January 1, 1976; January 1, 1985; January 1, 1989; January 1, 1994; January 1, 2002; July 1, 2004; July 1, 2009; and August 22, 2012).

#### [2] Eligibility:

The Plan originally was a non-contributory, defined-benefit plan covering all permanent employees who had completed one year of employment and were therefore eligible to participate in the Plan. However, effective July 1, 2004, the Plan was amended to freeze and suspend the future benefit accruals of all participants and to preclude any employee of the Association from becoming a participant in the Plan on or after such date. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

#### [3] Retirement benefits:

- 1) Normal retirement - The normal retirement age is 65, with five years of Plan participation. The annual benefit payable monthly is 1.25% of each employee's five-year final average compensation, as defined, plus 0.5% of such compensation in excess of \$7,800, with the sum multiplied by the number of years and months of credited service up to a maximum of 40 years (45 years for those members with 30 or more years of credited service at January 1, 1989). Such benefit may not exceed the maximum benefit under ERISA. As of June 30, 2004, the period of credited service and the computation for five-year final average compensation were frozen.
- 2) Early retirement - The early retirement age is 55, with at least five years of credited service. Such benefit is the normal retirement benefit, reduced by 5/9 of 1% for each of the first 60 months, and 5/18 of 1% for each additional month, by which the first payment precedes the member's normal retirement date.
- 3) Deferred retirement - Such benefit may be received on the first of any month following the normal retirement date and is the normal retirement benefit at the date the Plan was frozen.
- 4) Normal form of annuity - The normal form of annuity is a life annuity. However, for a married member who does not elect otherwise, the benefit will be reduced and payable in the form of a qualified joint-and-survivor annuity, with a 50% continuance to a spouse.
- 5) If an active employee dies at age 55 or older, a death benefit equal to the value of the employee's accumulated pension benefits is paid to the employee's beneficiary.

# RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK

## Notes to Financial Statements December 31, 2024 and 2023

### NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### [1] Basis of presentation:

The accompanying financial statements have been prepared using the accrual basis of accounting.

#### [2] Use of estimates:

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect: (i) the reported amounts of net assets available for benefits at the date of the financial statements; (ii) the changes in net assets available for benefits during the reporting period; (iii) when applicable, the disclosure of contingent assets and liabilities; and (iv) the actuarial present value of accumulated plan benefits at the date of the financial statements and changes therein. Actual results could differ from those estimates.

#### [3] Valuation of investments and income recognition:

The Plan reports a fair value measurement of its investments as of Plan year-end, in accordance with the provisions of the Financial Accounting Standards Board's ("FASB") Accounting Standards Codification ("ASC") Topic 820, *Fair Value Measurements*. Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at the measurement date. The Board determines the Plan's valuation policies utilizing information provided by its investment advisors. See Note F for discussion of fair value measurements.

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

#### [4] Actuarial present value of accumulated plan benefits:

Accumulated plan benefits are those future periodic payments that are attributable, under the Plan's provisions, to the service that employees have rendered. Accumulated benefits include benefits expected to be paid to retired or separated employees or their beneficiaries, the beneficiaries of deceased employees and present employees, or their beneficiaries. Benefits under the Plan were accumulated based on employees' compensation as defined in the Plan. The accumulated Plan benefits for active employees equal the accumulation, with interest, of the annual benefit accruals (through the date the Plan was frozen) as of the benefit information date (the valuation date). Benefits payable under all circumstances - retirement, death, disability, and termination of employment - are included, to the extent they are deemed attributable to employee service rendered to the date the Plan was frozen.

Each year's actuarial present value of accumulated benefits has been determined by independent actuaries from BPAS Actuarial & Pension Services and is that amount that results from applying actuarial assumptions that adjust the accumulated benefits to reflect: (i) the time value of money (through discounts for interest); and (ii) the probability of payment between the valuation date and the expected date of payment.

# RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK

## Notes to Financial Statements December 31, 2024 and 2023

### NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### [4] Actuarial present value of accumulated plan benefits: (continued)

The significant actuarial assumptions used in the valuation as of December 31, 2023 were:

a. Normal retirement date	Age 65, or fifth anniversary of date of participation, if later.
b. Interest	5.50% compounded annually.
c. Mortality	The sex-distinct white-collar PRI-2012 Mortality Tables with adjustment for mortality improvements with scale MP-2021.
d. Rate of withdrawal	Sarason T-9, which ranges from 17.2% at age 25 to 5.1% at age 50.
e. Salary scale	Not applicable. Plan was frozen effective July 1, 2004.
f. Actual cost method	Unit-credit method.

These actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to be terminated, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated benefits.

The computation of the actuarial present value of accumulated plan benefits was made as of January 1, 2024. Had the valuations been performed as of December 31, 2023, there would be no material differences.

#### [5] Payment of benefits:

Benefits are recorded when paid to participants.

#### [6] Administrative expenses:

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

#### [7] Subsequent events:

The Plan has evaluated subsequent events through October 2, 2025, the date on which the financial statements were available to be issued.

### NOTE C - INVESTMENT CERTIFICATION

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, Wilmington Trust ("Wilmington"), the Plan's trustee, has certified the completeness and accuracy of all investments and related investment activity in the statements of net assets available for benefits as of December 31, 2024 and 2023, and related statements of changes in net assets available for benefits for each of the years then ended, and the accompanying supplemental schedule of assets (held at end of year) as of December 31, 2024, and supplemental schedule of reportable transactions for the year ended December 31, 2024.

# RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK

## Notes to Financial Statements December 31, 2024 and 2023

### NOTE D - FUNDING POLICY

The Association makes contributions to the Plan in amounts required to maintain the Plan in sound position, in accordance with the requirements developed by an independent actuary. All contributions to support the Plan are paid by the Association. The Association made contributions of \$86,024 and \$89,500, respectively, into the Plan in 2024 and 2023. The Association has met the minimum funding requirements of ERISA for both 2024 and 2023.

### NOTE E - ADJUSTED FUNDING TARGET ATTAINMENT PERCENTAGE

The Pension Protection Act (the "Act") included many provisions and numerous revisions to rules surrounding defined benefit plans, including rules that govern plan funding. The Act established minimum funding standards for defined-benefit plans and limited benefit increases and accruals for underfunded plans. Pursuant to the Act, each year, the actuaries are required to certify to the Plan's funded percentage. The Plan received such certification for 2024 and 2023, using the Adjusted Funding Target Attainment Percentage ("AFTAP"), which is one way of measuring the funded status of the Plan, using actuarial assumptions mandated by the Internal Revenue Service. The actuary determined that the 2024 and 2023 AFTAPs for the Plan were 103.82% and 88.64%, respectively.

### NOTE F - INVESTMENTS AND FAIR VALUE MEASUREMENTS

The FASB's ASC Topic 820 provides the framework for measuring fair value. The framework provides a fair-value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements), and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described as follows:

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

*Level 2* – Inputs to the valuation methodology include: (1) quoted prices for similar assets or liabilities in active markets; (2) quoted prices for identical or similar assets or liabilities in inactive markets; (3) inputs other than quoted prices that are observable for the asset or liability; or (4) inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

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

*Mutual funds* - These are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

*U.S. government securities* - These are valued using pricing models maximizing the use of observable inputs for similar securities.

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Notes to Financial Statements  
December 31, 2024 and 2023**

**NOTE F - INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)**

*Corporate bonds* - These are valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing the value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, those corporate bonds are valued under a discounted cash flow approach that maximizes observable inputs, such as current yields or similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

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

The following tables set forth the Plan’s investments at each plan year-end:

	<b>December 31, 2024</b>			
	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
Mutual funds	\$ 5,283,631	\$ -	\$ -	\$ 5,283,631
U.S. government securities	429,835	-	-	429,835
Corporate bonds	-	299,130	-	299,130
	<u>\$ 5,713,466</u>	<u>\$ 299,130</u>	<u>\$ -</u>	<u>\$ 6,012,596</u>

	<b>December 31, 2023</b>			
	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
Mutual funds	\$ 6,003,215	\$ -	\$ -	\$ 6,003,215
	<u>\$ 6,003,215</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 6,003,215</u>

**Changes in Fair Value Levels**

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair-value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another.

**NOTE G - TAX STATUS**

The Internal Revenue Service (“IRS”) has determined and informed the Association by a letter dated November 27, 2012, stating that the Plan is qualified under the Internal Revenue Code (the “Code”) and therefore, the related trust is exempt from taxation. The Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the Code. Therefore, the Association believes that the Plan is qualified and the related trust is tax-exempt.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and to recognize a tax liability (or asset) if the Plan has taken an uncertain position that, more likely than not, would not be sustained upon examination by a government authority. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2024 and 2023, there are no uncertain positions taken, or expected to be taken, that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine examinations by taxing jurisdictions; however, there are currently no examinations for any tax periods in progress.

# RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK

## Notes to Financial Statements December 31, 2024 and 2023

### NOTE H - RELATED-PARTY TRANSACTIONS AND PARTY-IN-INTEREST TRANSACTIONS

Some of the Plan's investments are mutual funds sponsored by Wilmington. Wilmington is the Plan's recordkeeper and trust company; therefore, transactions related to these investments qualify as party-in-interest transactions. For 2024 and 2023, the Plan paid \$36,111 and \$37,002, respectively, for administrative fees.

The Plan also reimbursed the Association for Pension Benefit Guaranty Corporation ("PBGC") premium costs and actuarial costs. For 2024 the Plan did not have any of these costs. For 2023, the Plan paid \$80,790 for these costs.

### NOTE I - RISKS AND UNCERTAINTIES

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

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

Volatility in the financial markets may significantly impact the subsequent valuation of the Plan's investments. Accordingly, the valuation of investments at December 31, 2024 may not necessarily be indicative of amounts that could be realized in a current market exchange.

### NOTE J - MUTUAL FUND FEES

Investments in mutual funds are subject to sales charges in the form of front-end loads, back-end loads, or 12b-1 fees, which are ongoing fees allowable under Section 12b-1 of the Investment Company Act of 1940 and are annual fees deducted to pay for the marketing and distribution costs of the funds. These fees are deducted prior to the allocation of the Plan's investment earnings activity and are therefore not separately identifiable as an expense.

### NOTE K - PLAN TERMINATION

Although it has not expressed any intention to do so, the Association has the right to amend or terminate the Plan subject to the provisions set forth in ERISA. The following is a summary of the terms of the Plan's termination:

- a. Upon termination of the Plan with respect to a group of members, former members, pensioners or their beneficiaries, which would constitute a partial termination of the Plan, the Association would cause the proportionate interest of the foregoing affected by such partial termination to be determined in an equitable manner on the basis of actuarial computations considering: (i) the remaining members, former members, pensioners and their beneficiaries; (ii) contributions made by the Association; and (iii) other considerations as may be deemed appropriate. After such proportionate interest has been determined, the funds will be allocated and segregated in accordance with such proportionate interest and in accordance with the provisions of the Plan.

# RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK

## Notes to Financial Statements December 31, 2024 and 2023

### NOTE K - PLAN TERMINATION (CONTINUED)

- b. Upon termination of the Plan with respect to all members, or a partial termination of the Plan with respect to a particular group of members, each such terminated member's benefit as of the date of termination, or partial termination, will become fully vested and non-forfeitable to the extent funded. Nothing in the preceding portions of this section of the Plan may be interpreted to condition the benefit rights of affected participants as defined in the Plan upon a sufficiency of Plan assets, but recourse for satisfaction of such defined-benefit rights will be limited to the assets of the Plan as expressly provided in the Plan.
- c. Upon termination of the Plan, or upon a partial termination of the Plan, all of the assets (or the portion thereof segregated in accordance with subsection a.) above will, after payment or provision for the payment of all expenses of liquidation, be allocated among the members, pensioners, former members and beneficiaries in the following order of precedence:
- (i) First, each pensioner, former member or beneficiary (1) who is, and for the three-year period ending on the date of termination of the Plan in whole or in part or (2) who was, either entitled to receive or was receiving a pension, and each member who would have been entitled to an immediate pension under the Plan who had his or her employment terminated prior to the beginning of the three-year period, will be entitled to a share of the plan assets which is proportionate to, but not in excess of, the actuarial equivalent of the pension to which he or she would have been entitled, based upon the provisions of the Plan in effect during the five-year period ending on such date under which such pension would be the least, provided that, with respect to each pensioner, former member or beneficiary who is receiving a pension, the lowest pension during the three-year period will be the pension in pay status for such period.
  - (ii) Second, each member, former member or beneficiary who is entitled to a pension will be entitled to a share of the remaining funds, if any, which is proportionate to, but not in excess of, the lesser of (a) the actuarial equivalent of the pension to which he or she would have been entitled based upon the provisions of the Plan in effect during the five-year period ending on such date of termination or partial termination under which such pension would be the least, or (b) the amount guaranteed to be paid by the PBGC under Section 4022(b) of ERISA (determined without regard to Section 4022(b)(5) of ERISA).
  - (iii) Third, each member, former member, pensioner or beneficiary will be entitled to a share of the remaining funds, if any, which is proportionate to, but not in excess of, the amount by which the actuarial value as of the date of termination or partial termination of the Plan which would have been payable to him or her if he or she were eligible for normal retirement exceeds the amount payable on his or her account under the preceding paragraphs.

If the assets of the Plan applicable to any of the foregoing categories are insufficient to provide full benefits for all persons in such groups, the benefits otherwise payable to such persons will be reduced proportionately. The Association may, in its discretion, to the extent no discrimination in value results, require any or all members, pensioners, former members and beneficiaries to accept the amounts to which they are entitled hereunder in the form of immediate or deferred annuity contracts or in lump-sum payments. After the satisfaction of all liabilities to such members, pensioners, former members and beneficiaries, any undistributed balance remaining will be returned to the Association. Notwithstanding anything in the Plan to the contrary, the allocation and distribution of the benefits and assets of the Plan will be made in accordance with Section 4044 of ERISA.

If the Plan is terminated, or at any time that payment of benefit is to be made, the benefit that a highly compensated employee, who is one of the 25 non-excludable employees and former employees of the group with the largest amount of compensation in the current or any prior year ("Restricted Employee"), may receive would not exceed an amount equal to that payment that would be made to, or on behalf of, the Restricted Employee in the Plan year, under a straight life annuity that is the actuarial equivalent of the Restricted Employee's pension benefit (other than a Social Security supplement) and a Social Security supplement, if any, that such Restricted Employee is entitled to receive.

# RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK

## Notes to Financial Statements December 31, 2024 and 2023

### NOTE K - PLAN TERMINATION (CONTINUED)

Notwithstanding the foregoing provisions of the Plan, the payment of any pension or other benefit under the Plan will be, and will remain subject to, the provisions of Title IV of ERISA and the authority of the PBGC.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

## **SUPPLEMENTAL INFORMATION**

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Employer Identification No. 13-0453095, Plan No. 001**  
**Form 5500 - Schedule H, Part IV, Item 4(i) - Schedule of Assets (Held at End of Year)**  
**December 31, 2024**

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor Or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
*	Cash (non-interest bearing)	<u>\$ 10,954</u>	<u>\$ 10,954</u>	
<b>Mutual funds:</b>				
*	Wilmington Trust	Wilmington U.S. Government Money Market Fund	491,077	491,077
*	Wilmington Trust	Wilmington Large-Cap Strategy Fund	202,356	361,004
	AMG River	AMG River Road Small-Cap Value Fund	14,999	17,755
	Ballie Gifford	Baillie Gifford Emerging Markets Fund	74,233	78,595
	Columbia	Columbia Overseas Value Fund	173,827	184,804
	Cullen	Cullen Emerging Markets High Division Fund	83,000	81,005
	Federated	Federated Hermes Total Return Bond Fund	377,903	348,249
	FullerThaler	FullerThaler Behavioral Small Cap Growth Fund	17,750	19,129
	Harbor	Harbor Large Cap Value Fund	116,067	163,380
	iShares	iShares 7-10 Year Treasury Bond ETF	222,627	192,573
	iShares	iShares Russell 2000 ETF	58,861	108,933
	iShares	iShares S&P 500 Value Factor ETF	161,996	177,136
	iShares	iShares MSCI USA Quality Factor ETF	188,170	355,091
	iShares	iShares Russell 1000 Growth ETF	162,044	194,365
	MetWest	MetWest Total Return Bond Fund	1,086,495	1,025,143
	T. Rowe Price	T. Rowe Price Large Cap Growth Fund	109,949	181,981
	Vanguard	Vanguard Inflation-Protected Securities Fund	100,649	99,326
	Vanguard	Vanguard Long-Term Bond ETF	1,135,650	938,586
	Vanguard	Vanguard Commodity Strategy Fund	99,904	97,451
	WCM	WCM Focused International Growth Fund	<u>85,724</u>	<u>168,048</u>
			<u>4,963,281</u>	<u>5,283,631</u>
<b>U.S. government securities:</b>				
	U.S. Treasury	U.S. Treasury Bonds 4.250% 11/15/34	4,990	4,870
	U.S. Treasury	U.S. Treasury Notes 0.250% 10/31/25	9,279	9,678
	U.S. Treasury	U.S. Treasury Notes 0.625% 5/15/30	8,020	8,205
	U.S. Treasury	U.S. Treasury Notes 0.625% 8/15/30	7,950	8,121
	U.S. Treasury	U.S. Treasury Notes 0.875% 11/15/30	8,043	8,182
	U.S. Treasury	U.S. Treasury Notes 1.125% 2/15/31	8,150	8,253
	U.S. Treasury	U.S. Treasury Notes 1.125% 8/31/28	8,713	8,919
	U.S. Treasury	U.S. Treasury Notes 1.125% 3/31/28	8,849	9,082
	U.S. Treasury	U.S. Treasury Notes 1.375% 11/15/31	8,102	8,172
	U.S. Treasury	U.S. Treasury Notes 1.500% 8/15/26	9,297	9,573
	U.S. Treasury	U.S. Treasury Notes 1.500% 11/30/28	13,221	13,472
	U.S. Treasury	U.S. Treasury Notes 1.625% 2/15/26	9,434	9,714
	U.S. Treasury	U.S. Treasury Notes 1.625% 5/15/26	14,071	14,478
	U.S. Treasury	U.S. Treasury Notes 1.625% 5/15/31	8,372	8,436
	U.S. Treasury	U.S. Treasury Notes 1.625% 8/15/29	13,117	13,313

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Employer Identification No. 13-0453095, Plan No. 001**  
**Form 5500 - Schedule H, Part IV, Item 4(i) - Schedule of Assets (Held at End of Year) (continued)**  
**December 31, 2024**

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor Or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
<b>U.S. government securities: (continued)</b>				
U.S. Treasury	U.S. Treasury Notes 1.875% 2/28/29	\$ 8,929	\$ 9,057	
U.S. Treasury	U.S. Treasury Notes 2.000% 11/15/26	9,368	9,598	
U.S. Treasury	U.S. Treasury Notes 2.250% 2/15/27	14,090	14,395	
U.S. Treasury	U.S. Treasury Notes 2.250% 11/15/27	13,914	14,182	
U.S. Treasury	U.S. Treasury Notes 2.375% 5/15/27	9,390	9,577	
U.S. Treasury	U.S. Treasury Notes 2.625% 1/31/26	9,625	9,831	
U.S. Treasury	U.S. Treasury Notes 2.750% 2/15/28	9,418	9,548	
U.S. Treasury	U.S. Treasury Notes 2.750% 4/30/27	14,259	14,502	
U.S. Treasury	U.S. Treasury Notes 2.750% 5/31/29	9,288	9,350	
U.S. Treasury	U.S. Treasury Notes 2.750% 8/15/32	8,910	8,868	
U.S. Treasury	U.S. Treasury Notes 2.875% 4/30/29	9,357	9,413	
U.S. Treasury	U.S. Treasury Notes 2.875% 5/15/28	14,159	14,328	
U.S. Treasury	U.S. Treasury Notes 2.875% 5/15/32	9,024	8,981	
U.S. Treasury	U.S. Treasury Notes 3.125% 8/15/25	4,881	4,965	
U.S. Treasury	U.S. Treasury Notes 3.125% 11/15/28	9,514	9,569	
U.S. Treasury	U.S. Treasury Notes 3.375% 5/15/33	9,306	9,190	
U.S. Treasury	U.S. Treasury Notes 3.500% 2/15/33	9,414	9,303	
U.S. Treasury	U.S. Treasury Notes 3.750% 8/15/27	9,983	9,873	
U.S. Treasury	U.S. Treasury Notes 3.875% 8/15/33	9,679	9,517	
U.S. Treasury	U.S. Treasury Notes 3.875% 12/31/27	9,824	9,885	
U.S. Treasury	U.S. Treasury Bonds 4.000% 2/15/34	14,729	14,360	
U.S. Treasury	U.S. Treasury Notes 4.000% 2/29/28	9,867	9,909	
U.S. Treasury	U.S. Treasury Notes 4.000% 7/31/29	10,143	9,841	
U.S. Treasury	U.S. Treasury Notes 4.125% 10/31/29	10,010	9,885	
U.S. Treasury	U.S. Treasury Notes 4.125% 11/15/32	9,878	9,753	
U.S. Treasury	U.S. Treasury Notes 4.250% 2/28/31	9,985	9,886	
U.S. Treasury	U.S. Treasury Notes 4.375% 5/15/34	10,274	9,846	
U.S. Treasury	U.S. Treasury Notes 4.500% 11/15/33	<u>10,165</u>	<u>9,955</u>	
		<u>426,991</u>	<u>429,835</u>	
<b>Corporate bonds:</b>				
American Express	American Express Var-Cpn 10/30/26	10,161	10,124	
American Honda	American Honda Mtn 1.000% 9/10/25	9,392	9,742	
Amgen Inc	Amgen Inc 2.450% 2/21/30	8,680	8,842	
Bank Nova Scotia	Bank Nova Scotia Conv 5.250% 6/12/08	10,067	10,104	
Bank of America	Bank of America Mtn V-Q 3.970% 3/05/29	9,522	9,698	
Bk Montreal	Bk Montreal Conv V-D 4.567% 9/10/27	9,999	9,969	
Bristol-Myers	Bristol-Myers 5.200% 2/22/34	5,021	4,994	

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Employer Identification No. 13-0453095, Plan No. 001**  
**Form 5500 - Schedule H, Part IV, Item 4(i) - Schedule of Assets (Held at End of Year) (continued)**  
**December 31, 2024**

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor Or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
<b>Corporate bonds: (continued)</b>				
Cigna Corp	Cigna Corp 2.375% 3/15/31	\$ 8,333	\$ 8,468	
Cisco Systems	Cisco Systems 4.950% 2/26/31	4,990	5,018	
Citigroup Inc	Citigroup Inc V-D 1.122% 1/28/27	4,610	4,802	
CVS Health Corp	CVS Health Corp 1.300% 8/21/27	4,400	4,531	
Dominion Resources	Dominion Resources 3.900% 10/01/25	9,771	9,932	
Enterprise Products	Enterprise Products 4.600% 1/11/27	9,934	10,003	
General Dynamics	General Dynamics 1.150% 6/01/26	9,207	9,555	
General Mills Inc	General Mills Inc 2.875% 4/15/30	8,844	8,994	
Goldman Sachs	Goldman Sachs V-Q 4.223% 4/15/30	9,878	9,730	
Home Depot Inc	Home Depot Inc 4.875% 6/25/27	4,983	5,047	
Intel Corp	Intel Corp 4.875% 2/10/26	9,974	10,002	
JPMorgan Chase	JPMorgan Chase V-Q 2.739% 10/15/30	8,797	9,008	
Keurig Dr Pepper Inc	Keurig Dr Pepper Inc 4.597% 5/25/28	4,927	4,956	
Lowe's Cos Inc	Lowe's Cos Inc 3.650% 4/05/29	4,716	4,761	
McCormick & Co Inc	McCormick & Co Inc 0.900% 2/25/26	9,191	9,578	
Merck & Co Inc	Merck & Co Inc 4.050% 5/17/28	4,897	4,927	
Morgan Stanley	Morgan Stanley Mtn 3.625% 1/20/27	9,647	9,818	
Northern Trust Corp	Northern Trust Corp 1.950% 5/01/30	4,222	4,317	
Oracle Corp	Oracle Corp 4.200% 9/27/29	10,004	9,660	
Paccar Financial Corp	Paccar Financial Corp 5.000% 5/13/27	4,996	5,057	
Royal Bk Ca	Royal Bk Ca Mtn Conv 5.200% 8/01/28	5,034	5,042	
Simon Property Group	Simon Property Group 3.300% 1/15/26	9,651	9,871	
Southern Co	Southern Co 1.750% 3/15/28	8,796	9,071	
Target Corp	Target Corp 1.950% 1/15/27	9,250	9,514	
Tor Dom Bk	Tor Dom Bk Mtn Conv 2.000% 9/10/31	8,149	8,289	
Trust Finl	Trust Finl Mtn V-Q 1.267% 3/02/27	9,171	9,590	
UnitedHealth Grp Inc	UnitedHealth Grp Inc 4.750% 7/15/26	4,992	5,013	
US Bancorp	US Bancorp Mtn 3.000% 7/30/29	4,431	4,582	
Ventas Realty LP	Ventas Realty LP 4.400% 1/15/29	4,931	4,867	
Verizon Comm Inc	Verizon Comm Inc 2.550% 3/21/31	8,414	8,612	
WEC Energy Group Inc	WEC Energy Group Inc 1.800% 10/15/30	3,237	3,343	
Wells Fargo	Wells Fargo Mtn V-D 3.526% 3/24/38	9,491	9,699	
		<u>294,710</u>	<u>299,130</u>	
		<u>\$ 5,695,936</u>	<u>\$ 6,023,550</u>	

\* Party-in-interest, as defined by ERISA.

RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK

Employer Identification No. 13-0453095, Plan No. 001  
 Form 5500 - Schedule H, Part IV, Item 4(j) - Schedule of Reportable Transactions  
 Year Ended December 31, 2024

(a)	(b)	(c)	(d)	(f)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Expense Incurred with Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
<b>Single Transaction:</b>							
iShares	iShares Core MSCI EAFE ETF	\$ -	\$ 348,454	\$ -	\$ 351,891	\$ 348,454	\$ (3,437)
MetWest	MetWest Total Return Bond Fund	478,141	-	-	478,141	478,141	-
MetWest	MetWest Total Return Bond Fund	400,000	-	-	400,000	400,000	-
Vanguard	Vanguard Long-term Bond ETF	-	352,714	-	354,106	354,106	(1,392)
Vanguard	Vanguard Long-term Bond ETF	400,605	-	-	400,605	400,605	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	590,236	-	-	590,236	590,236	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	-	677,278	-	677,278	677,278	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	367,312	-	-	367,312	367,312	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	375,934	-	-	375,934	375,934	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	-	720,000	-	720,000	720,000	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	332,605	-	-	332,605	332,605	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	720,000	-	-	720,000	720,000	-
<b>Series of Transactions with Same Broker:</b>							
RBC Capital Markets, LLC	Mutual funds, U.S. government securities, corporate bonds	-	600,334	-	581,951	600,334	18,383
Goldman Sachs & Co	U.S. government securities	-	331,272	-	330,825	331,272	447
JPMorgan Securities LLC	Mutual funds	-	899,626	-	900,456	899,626	(830)
ISI Group Inc	Mutual funds	-	958,244	-	968,664	958,244	(10,420)
Citigroup Global Markets Inc	Mutual funds	-	352,714	-	354,106	352,714	(1,392)
<b>Series of Transaction in Same Security:</b>							
Ballie Gifford	Baillie Gifford Emerging Markets Fund	118,040	-	-	118,040	118,040	-
Ballie Gifford	Baillie Gifford Emerging Markets Fund	-	217,000	-	192,070	217,000	24,930
T. Rowe Price	T. Rowe Price Large Cap Growth Fund	115,047	-	-	115,047	115,047	-
T. Rowe Price	T. Rowe Price Large Cap Growth Fund	-	313,803	-	297,128	313,803	16,675
iShares	iShares S&P 500 Value ETF	261,846	-	-	261,846	261,846	-
iShares	iShares S&P 500 Value ETF	-	111,231	-	99,851	111,231	11,380
iShares	iShares Core MSCI EAFE ETF	-	535,243	-	541,203	535,243	(5,960)
MetWest	MetWest Total Return Bond Fund	878,141	-	-	878,141	878,141	-
Vanguard	Vanguard Long-term Bond ETF	400,605	-	-	400,605	400,605	-
Vanguard	Vanguard Long-term Bond ETF	-	352,714	-	354,106	352,714	(1,392)
Wilmington Trust	Wilmington Large-Cap Strategy Fund	-	386,531	-	341,184	386,531	45,347
Wilmington Trust	Wilmington U.S. Government Money Market Fund	3,093,813	-	-	3,093,813	3,093,813	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	-	2,732,186	-	2,732,186	2,732,186	-

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Employer Identification No. 13-0453095, Plan No. 001**

**Form 5500 - Schedule H, Part IV, Item 4(j) - Schedule of Reportable Transactions (continued)**

**Year Ended December 31, 2024**

(a)	(b)	(c)	(d)	(f)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Expense Incurred with Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
<b>Single Transaction with One Broker:</b>							
RBC Capital Markets, LLC	Vanguard Long-term Bond ETF	\$ 400,605	\$ -	\$ -	\$ 400,605	\$ 400,605	\$ -
ISI Group Inc	iShares Core MSCI EAFE ETF	-	348,454	-	351,891	348,454	(3,437)
Citigroup Global Markets Inc	Vanguard Long-term Bond ETF	-	352,714	-	354,106	352,714	(1,392)

**Age and Service Distribution of Active Members**

Completed Years of Service on January 1, 2024											
Attained Age	Under 1	1 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40+	Total
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	0	0	0	0	0	0	0	0	0	0	0
45-49	0	0	0	1	0	0	0	0	0	0	1
50-54	0	0	0	2	2	0	0	0	0	0	4
55-59	0	0	0	2	0	1	1	0	0	0	4
60-64	0	0	0	1	1	0	0	0	0	0	2
65-70	0	0	0	1	2	1	0	0	0	0	4
70 & up	0	0	0	0	1	0	0	1	0	0	2
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>17</b>

Active Member Statistics	January 1, 2023	January 1, 2024
Number of members	19	17
Average age	59.38	59.86
Average years of service	17.48	17.84

# ACTUARIAL ASSUMPTIONS AND METHODS

The valuation of a defined benefit pension plan involves estimates and assumptions about the probability of events occurring far into the future. Examples include assumptions about future employment, mortality, and retirement. Below is a description of the actuarial assumptions and methods used in the valuation.

## Actuarial Cost Methods

**Funding Target Liability:** As required by PPA, the Traditional Unit Credit Cost Method is used.

**Actuarial Value of Assets:** Market Value, as provided by the Trustee.

## Funding Target Liability

**Valuation Date:** January 1, 2024

**Demographic Information:** The demographic information was provided as of January 1, 2024 by The Association of the Bar of the City of New York. Although we did not audit the data, we did review the data for reasonableness.

**Actuarial Valuation Software:** For purposes of developing the projected future benefit payments as well as determining attributed liabilities and normal costs as of the valuation date, we utilized the ASC software platform developed by Actuarial Systems Corporation. We believe this externally developed valuation system is appropriate, was used for its intended purpose, and did not produce unreasonable results.

**Interest Rates for Minimum Required Contribution:** The adjusted 24-month average September 2023 funding segment rates using 25-year average segment rate corridors were utilized as prescribed by IRC Section 430(h), after reflection of interest rate stabilization provisions included in various legislation.

Segment	Interest Rate
Segment 1	4.75%
Segment 2	4.87%
Segment 3	5.59%

Segment 1 is applied to benefit payments expected to be made in the first 5 years, segment 2 is applied to benefit payments expected to be made in the next 15 years and segment 3 is applied thereafter.

**Effective Interest Rate:** 5.01%

**Interest Rates for the LDROM calculations:** The September 2023 funding segment rates were utilized as prescribed by IRC Section 430(h), without reflection of the interest rate stabilization provisions included in various legislation.

Segment	Interest Rate
Segment 1	3.62%
Segment 2	4.46%
Segment 3	4.52%

## ACTUARIAL ASSUMPTIONS AND METHODS

**Post-retirement Mortality:** The base mortality tables are the blended sex distinct RP-2014 mortality tables, adjusted backward to 2006 with Scale MP-2014. The base mortality table is adjusted by projecting mortality improvements using Scale MP-2020 from the year 2006 through 2024, with an additional projection period of 8 years for males and 9 years for females. For ages below 80, the additional projection period is increased by 1 year for each year below age 80. For ages above 80, the additional projection period is reduced (but not below zero) by 1/3 year for each year above 80.

**Rate of Compensation Increase:** Not applicable.

**Retirement Rates:** Employees were assumed to retire at the following rates:

Age	Rate
55	3.00%
56	3.00%
57	3.00%
58	3.00%
59	3.00%
60	3.00%
61	3.00%
62	10.00%
63	10.00%
64	10.00%
65 and over	100.00%

**Administrative Expenses:** Actual plan expenses, not including investment advisory fees, paid out of the trust during the previous plan year, rounded to the nearest thousand dollars - \$81,000.

**Form of Benefit:** 100% of active and terminated vested participants are assumed to receive an immediate life annuity at their assumed retirement age.

### Present Value of Benefits (ASC 960)

**Interest Rate:** 5.50%, based on The Association of the Bar of the City of New York's expectation and expert opinions from the Plan's investment advisors. The Investment Manager provided supporting documentation of the interest rate based on forward looking capital market assumptions. Based on this information, the Plan's current investment policy, and asset allocation, we believe the selected interest rate does not significantly conflict with what we believe is reasonable for the assumption and purpose of the measurement.

**Post-retirement Mortality:** The sex-distinct White Collar Pri-2012 Mortality Tables for employees and healthy annuitants and then adjusted for mortality improvements using Scale MP-2021 on a fully generational basis.

Unless specifically mentioned, all remaining assumptions for the Present Value of Benefits remain the same as described for the Funding Target Liability above. Plan Benefits remain the same as described for the Funding Target Liability above.

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Employer Identification No. 13-0453095, Plan No. 001  
Form 5500 - Schedule H, Part IV, Item 4(j) - Schedule of Reportable Transactions  
Year Ended December 31, 2024**

(a)	(b)	(c)	(d)	(f)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Expense Incurred with Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
<b>Single Transaction:</b>							
iShares	iShares Core MSCI EAFE ETF	\$ -	\$ 348,454	\$ -	\$ 351,891	\$ 348,454	\$ (3,437)
MetWest	MetWest Total Return Bond Fund	478,141	-	-	478,141	478,141	-
MetWest	MetWest Total Return Bond Fund	400,000	-	-	400,000	400,000	-
Vanguard	Vanguard Long-term Bond ETF	-	352,714	-	354,106	354,106	(1,392)
Vanguard	Vanguard Long-term Bond ETF	400,605	-	-	400,605	400,605	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	590,236	-	-	590,236	590,236	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	-	677,278	-	677,278	677,278	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	367,312	-	-	367,312	367,312	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	375,934	-	-	375,934	375,934	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	-	720,000	-	720,000	720,000	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	332,605	-	-	332,605	332,605	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	720,000	-	-	720,000	720,000	-
<b>Series of Transactions with Same Broker:</b>							
RBC Capital Markets, LLC	Mutual funds, U.S. government securities, corporate bonds	-	600,334	-	581,951	600,334	18,383
Goldman Sachs & Co	U.S. government securities	-	331,272	-	330,825	331,272	447
JPMorgan Securities LLC	Mutual funds	-	899,626	-	900,456	899,626	(830)
ISI Group Inc	Mutual funds	-	958,244	-	968,664	958,244	(10,420)
Citigroup Global Markets Inc	Mutual funds	-	352,714	-	354,106	352,714	(1,392)
<b>Series of Transaction in Same Security:</b>							
Ballie Gifford	Baillie Gifford Emerging Markets Fund	118,040	-	-	118,040	118,040	-
Ballie Gifford	Baillie Gifford Emerging Markets Fund	-	217,000	-	192,070	217,000	24,930
T. Rowe Price	T. Rowe Price Large Cap Growth Fund	115,047	-	-	115,047	115,047	-
T. Rowe Price	T. Rowe Price Large Cap Growth Fund	-	313,803	-	297,128	313,803	16,675
iShares	iShares S&P 500 Value ETF	261,846	-	-	261,846	261,846	-
iShares	iShares S&P 500 Value ETF	-	111,231	-	99,851	111,231	11,380
iShares	iShares Core MSCI EAFE ETF	-	535,243	-	541,203	535,243	(5,960)
MetWest	MetWest Total Return Bond Fund	878,141	-	-	878,141	878,141	-
Vanguard	Vanguard Long-term Bond ETF	400,605	-	-	400,605	400,605	-
Vanguard	Vanguard Long-term Bond ETF	-	352,714	-	354,106	352,714	(1,392)
Wilmington Trust	Wilmington Large-Cap Strategy Fund	-	386,531	-	341,184	386,531	45,347
Wilmington Trust	Wilmington U.S. Government Money Market Fund	3,093,813	-	-	3,093,813	3,093,813	-
Wilmington Trust	Wilmington U.S. Government Money Market Fund	-	2,732,186	-	2,732,186	2,732,186	-

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Employer Identification No. 13-0453095, Plan No. 001**

**Form 5500 - Schedule H, Part IV, Item 4(j) - Schedule of Reportable Transactions (continued)**

**Year Ended December 31, 2024**

(a)	(b)	(c)	(d)	(f)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Expense Incurred with Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
<b>Single Transaction with One Broker:</b>							
RBC Capital Markets, LLC	Vanguard Long-term Bond ETF	\$ 400,605	\$ -	\$ -	\$ 400,605	\$ 400,605	\$ -
ISI Group Inc	iShares Core MSCI EAFE ETF	-	348,454	-	351,891	348,454	(3,437)
Citigroup Global Markets Inc	Vanguard Long-term Bond ETF	-	352,714	-	354,106	352,714	(1,392)

**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 RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK	<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 THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK	<b>D</b> Employer Identification Number (EIN) 13-0453095	
<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 type="checkbox"/> 100 or fewer <input checked="" 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>	6,010,490
	<b>b</b> Actuarial value.....	<b>2b</b>	6,010,490
<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.....	73	3,956,965
	<b>b</b> For terminated vested participants.....	29	735,771
	<b>c</b> For active participants.....	17	1,096,245
	<b>d</b> Total.....	119	5,788,981
<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>	5.01%
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals.....	<b>6a</b>	0
	<b>b</b> Expected plan-related expenses.....	<b>6b</b>	81,000
	<b>c</b> Target normal cost.....	<b>6c</b>	81,000

**Statement by Enrolled Actuary**

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

<b>SIGN HERE</b>	Michael C. Henderson	<div style="font-size: 2em; color: blue; font-family: cursive;">8-12-2025</div> Date
	Signature of actuary Michael C. Henderson, ASA, EA, MAAA Type or print name of actuary	2308330 Most recent enrollment number
	BPAS Actuarial & Pension Services Firm name	212-284-9000 Telephone number (including area code)
	90 Merrick Ave. #102 East Meadow NY 11554 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



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

<b>21</b> Discount rate:				
<b>a</b> Segment rates:	1st segment: 4.75%	2nd segment: 4.87%	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code).....				<b>21b</b> 4
<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			

**Part VI Miscellaneous Items**

<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>	

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

<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

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

<b>31</b> Target normal cost and excess assets (see instructions):			
<b>a</b> Target normal cost (line 6c).....	<b>31a</b>	81,000	
<b>b</b> Excess assets, if applicable, but not greater than line 31a.....	<b>31b</b>	81,000	
<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>	83,359	
<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>	83,359	
<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	

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

<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
---

**Description of Weighted Average Retirement Age**

Assumed Retirement Age- Participants are assumed to retire at the following rates:

Age	Rate
55	3.00%
56	3.00%
57	3.00%
58	3.00%
59	3.00%
60	3.00%
61	3.00%
62	10.00%
63	10.00%
64	10.00%
65 and over	100.00%

Participants who are over 65 are assumed to retire on the valuation date.

Weighted average retirement age is 65:

Age	Weight
55	0.008824
56	0.010324
57	0.015308
58	0.014849
59	0.014403
60	0.015736
61	0.015264
62	0.049353
63	0.050300
64	0.045270
65	0.407429
66	0.176471
67	0
68	0.058824
69	0
70	0.058824
71	0
72	0
73	0
74	0
75	0
76	0
77	0.058824

## SUMMARY OF PLAN PROVISIONS

This summary is intended as an outline of plan provisions and does not alter the intent or meaning of the provisions contained in the plan document.

### **Effective Date**

May 1, 1949. The most recent changes reflected in the valuation are effective July 1, 2004.

### **Plan Year**

January 1 to December 31.

### **Eligibility for Participation**

Employees enter the plan on the first of month following completion of a Year of Service in which the Employee completes at least 1,000 Hours of Service.

### **Vesting Service**

All Years of Employment in which the Employee completes at least 501 Hours of Service.

### **Credited Service**

All years and completed months of Employment as a participant, excluding periods on and after July 1, 2004.

### **Definition of Average Annual Compensation**

Average annual compensation over the 5 consecutive years of service out of the last 15 years of service prior to date of termination (or, if earlier, June 30, 2004) that produce the highest average. Plan Compensation is total compensation, limited by IRC Section 401(a)(17).

### **Eligibility for Retirement Benefits**

- Normal Retirement: Age 65, or fifth anniversary of date of participation, if later.
- Early Retirement: Age 55 with 5 Years of Credited Service.
- Late Retirement: Anytime after Normal Retirement Date.

### **Vesting upon Termination of Employment Prior to Retirement**

100% after 5 Years of Vesting Service, or attainment of Normal Retirement Age while an Employee.

### **Amount of Benefit (Subject to IRC Section 415 limits)**

- Normal Retirement: 1.25% of Average Annual Compensation (AAC) plus 0.50% of AAC in excess of \$7,800, multiplied by Credited Service up to a maximum of 40 years (45 years for those Members with 30 or more years of Credited Service at January 1, 1989). Benefit accruals were frozen as of June 30, 2004; see definitions of Credited Service and Average Annual Compensation.
- Early Retirement: Accrued benefit determined as for Normal Retirement, and reduced by 5/9% for each of the first 60 months and by 5/18% for each additional month by which commencement precedes Normal Retirement Date.
- Late Retirement: Benefit equal to the retirement benefit accrued to actual retirement date, determined as for Normal Retirement.
- Terminated Vested Benefit: Accrued benefit determined as for Normal Retirement, payable at Normal Retirement Date, or an actuarial equivalent of the Normal Retirement benefit, if payments begin before Normal Retirement Date.
- Pre-Retirement Death Benefit: If a married vested participant dies, whether or not while in active service, his surviving spouse will receive a monthly pension payable for the remainder of such surviving spouse's lifetime. Such pension will equal 50% of the pension he would have received had he terminated employment on the day he died (had he not already done so), survived to the earliest date he could have begun to receive a benefit (if applicable), and commenced his pension on such date under the Joint and 50% survivor form of benefit. Neither this benefit, nor the participant's benefit if he should survive to

retirement, will be reduced to reflect such coverage.

### **Forms of Retirement Benefit**

Normal Form

- Unmarried Participants: Life Annuity.
- Married Participants: Qualified Joint and 50% Survivor's annuity

Optional Forms

- Life Annuity
- Ten Year Certain and Life Annuity
- Joint and 50% Survivor's Annuity
- Joint and 75% Survivor's Annuity

### **Changes Since Prior Valuation**

None

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Employer Identification No. 13-0453095, Plan No. 001**  
**Form 5500 - Schedule H, Part IV, Item 4(i) - Schedule of Assets (Held at End of Year)**  
**December 31, 2024**

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor Or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
*	Cash (non-interest bearing)	<u>\$ 10,954</u>	<u>\$ 10,954</u>	
<b>Mutual funds:</b>				
*	Wilmington Trust	Wilmington U.S. Government Money Market Fund	491,077	491,077
*	Wilmington Trust	Wilmington Large-Cap Strategy Fund	202,356	361,004
	AMG River	AMG River Road Small-Cap Value Fund	14,999	17,755
	Ballie Gifford	Baillie Gifford Emerging Markets Fund	74,233	78,595
	Columbia	Columbia Overseas Value Fund	173,827	184,804
	Cullen	Cullen Emerging Markets High Division Fund	83,000	81,005
	Federated	Federated Hermes Total Return Bond Fund	377,903	348,249
	FullerThaler	FullerThaler Behavioral Small Cap Growth Fund	17,750	19,129
	Harbor	Harbor Large Cap Value Fund	116,067	163,380
	iShares	iShares 7-10 Year Treasury Bond ETF	222,627	192,573
	iShares	iShares Russell 2000 ETF	58,861	108,933
	iShares	iShares S&P 500 Value Factor ETF	161,996	177,136
	iShares	iShares MSCI USA Quality Factor ETF	188,170	355,091
	iShares	iShares Russell 1000 Growth ETF	162,044	194,365
	MetWest	MetWest Total Return Bond Fund	1,086,495	1,025,143
	T. Rowe Price	T. Rowe Price Large Cap Growth Fund	109,949	181,981
	Vanguard	Vanguard Inflation-Protected Securities Fund	100,649	99,326
	Vanguard	Vanguard Long-Term Bond ETF	1,135,650	938,586
	Vanguard	Vanguard Commodity Strategy Fund	99,904	97,451
	WCM	WCM Focused International Growth Fund	<u>85,724</u>	<u>168,048</u>
			<u>4,963,281</u>	<u>5,283,631</u>
<b>U.S. government securities:</b>				
	U.S. Treasury	U.S. Treasury Bonds 4.250% 11/15/34	4,990	4,870
	U.S. Treasury	U.S. Treasury Notes 0.250% 10/31/25	9,279	9,678
	U.S. Treasury	U.S. Treasury Notes 0.625% 5/15/30	8,020	8,205
	U.S. Treasury	U.S. Treasury Notes 0.625% 8/15/30	7,950	8,121
	U.S. Treasury	U.S. Treasury Notes 0.875% 11/15/30	8,043	8,182
	U.S. Treasury	U.S. Treasury Notes 1.125% 2/15/31	8,150	8,253
	U.S. Treasury	U.S. Treasury Notes 1.125% 8/31/28	8,713	8,919
	U.S. Treasury	U.S. Treasury Notes 1.125% 3/31/28	8,849	9,082
	U.S. Treasury	U.S. Treasury Notes 1.375% 11/15/31	8,102	8,172
	U.S. Treasury	U.S. Treasury Notes 1.500% 8/15/26	9,297	9,573
	U.S. Treasury	U.S. Treasury Notes 1.500% 11/30/28	13,221	13,472
	U.S. Treasury	U.S. Treasury Notes 1.625% 2/15/26	9,434	9,714
	U.S. Treasury	U.S. Treasury Notes 1.625% 5/15/26	14,071	14,478
	U.S. Treasury	U.S. Treasury Notes 1.625% 5/15/31	8,372	8,436
	U.S. Treasury	U.S. Treasury Notes 1.625% 8/15/29	13,117	13,313

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Employer Identification No. 13-0453095, Plan No. 001**  
**Form 5500 - Schedule H, Part IV, Item 4(i) - Schedule of Assets (Held at End of Year) (continued)**  
**December 31, 2024**

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor Or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
<b>U.S. government securities: (continued)</b>				
U.S. Treasury	U.S. Treasury Notes 1.875% 2/28/29	\$ 8,929	\$ 9,057	
U.S. Treasury	U.S. Treasury Notes 2.000% 11/15/26	9,368	9,598	
U.S. Treasury	U.S. Treasury Notes 2.250% 2/15/27	14,090	14,395	
U.S. Treasury	U.S. Treasury Notes 2.250% 11/15/27	13,914	14,182	
U.S. Treasury	U.S. Treasury Notes 2.375% 5/15/27	9,390	9,577	
U.S. Treasury	U.S. Treasury Notes 2.625% 1/31/26	9,625	9,831	
U.S. Treasury	U.S. Treasury Notes 2.750% 2/15/28	9,418	9,548	
U.S. Treasury	U.S. Treasury Notes 2.750% 4/30/27	14,259	14,502	
U.S. Treasury	U.S. Treasury Notes 2.750% 5/31/29	9,288	9,350	
U.S. Treasury	U.S. Treasury Notes 2.750% 8/15/32	8,910	8,868	
U.S. Treasury	U.S. Treasury Notes 2.875% 4/30/29	9,357	9,413	
U.S. Treasury	U.S. Treasury Notes 2.875% 5/15/28	14,159	14,328	
U.S. Treasury	U.S. Treasury Notes 2.875% 5/15/32	9,024	8,981	
U.S. Treasury	U.S. Treasury Notes 3.125% 8/15/25	4,881	4,965	
U.S. Treasury	U.S. Treasury Notes 3.125% 11/15/28	9,514	9,569	
U.S. Treasury	U.S. Treasury Notes 3.375% 5/15/33	9,306	9,190	
U.S. Treasury	U.S. Treasury Notes 3.500% 2/15/33	9,414	9,303	
U.S. Treasury	U.S. Treasury Notes 3.750% 8/15/27	9,983	9,873	
U.S. Treasury	U.S. Treasury Notes 3.875% 8/15/33	9,679	9,517	
U.S. Treasury	U.S. Treasury Notes 3.875% 12/31/27	9,824	9,885	
U.S. Treasury	U.S. Treasury Bonds 4.000% 2/15/34	14,729	14,360	
U.S. Treasury	U.S. Treasury Notes 4.000% 2/29/28	9,867	9,909	
U.S. Treasury	U.S. Treasury Notes 4.000% 7/31/29	10,143	9,841	
U.S. Treasury	U.S. Treasury Notes 4.125% 10/31/29	10,010	9,885	
U.S. Treasury	U.S. Treasury Notes 4.125% 11/15/32	9,878	9,753	
U.S. Treasury	U.S. Treasury Notes 4.250% 2/28/31	9,985	9,886	
U.S. Treasury	U.S. Treasury Notes 4.375% 5/15/34	10,274	9,846	
U.S. Treasury	U.S. Treasury Notes 4.500% 11/15/33	<u>10,165</u>	<u>9,955</u>	
		<u>426,991</u>	<u>429,835</u>	
<b>Corporate bonds:</b>				
American Express	American Express Var-Cpn 10/30/26	10,161	10,124	
American Honda	American Honda Mtn 1.000% 9/10/25	9,392	9,742	
Amgen Inc	Amgen Inc 2.450% 2/21/30	8,680	8,842	
Bank Nova Scotia	Bank Nova Scotia Conv 5.250% 6/12/08	10,067	10,104	
Bank of America	Bank of America Mtn V-Q 3.970% 3/05/29	9,522	9,698	
Bk Montreal	Bk Montreal Conv V-D 4.567% 9/10/27	9,999	9,969	
Bristol-Myers	Bristol-Myers 5.200% 2/22/34	5,021	4,994	

**RETIREMENT PLAN OF THE ASSOCIATION OF THE BAR OF THE CITY OF NEW YORK**

**Employer Identification No. 13-0453095, Plan No. 001**  
**Form 5500 - Schedule H, Part IV, Item 4(i) - Schedule of Assets (Held at End of Year) (continued)**  
**December 31, 2024**

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor Or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value	
<b>Corporate bonds: (continued)</b>				
Cigna Corp	Cigna Corp 2.375% 3/15/31	\$ 8,333	\$ 8,468	
Cisco Systems	Cisco Systems 4.950% 2/26/31	4,990	5,018	
Citigroup Inc	Citigroup Inc V-D 1.122% 1/28/27	4,610	4,802	
CVS Health Corp	CVS Health Corp 1.300% 8/21/27	4,400	4,531	
Dominion Resources	Dominion Resources 3.900% 10/01/25	9,771	9,932	
Enterprise Products	Enterprise Products 4.600% 1/11/27	9,934	10,003	
General Dynamics	General Dynamics 1.150% 6/01/26	9,207	9,555	
General Mills Inc	General Mills Inc 2.875% 4/15/30	8,844	8,994	
Goldman Sachs	Goldman Sachs V-Q 4.223% 4/15/30	9,878	9,730	
Home Depot Inc	Home Depot Inc 4.875% 6/25/27	4,983	5,047	
Intel Corp	Intel Corp 4.875% 2/10/26	9,974	10,002	
JPMorgan Chase	JPMorgan Chase V-Q 2.739% 10/15/30	8,797	9,008	
Keurig Dr Pepper Inc	Keurig Dr Pepper Inc 4.597% 5/25/28	4,927	4,956	
Lowe's Cos Inc	Lowe's Cos Inc 3.650% 4/05/29	4,716	4,761	
McCormick & Co Inc	McCormick & Co Inc 0.900% 2/25/26	9,191	9,578	
Merck & Co Inc	Merck & Co Inc 4.050% 5/17/28	4,897	4,927	
Morgan Stanley	Morgan Stanley Mtn 3.625% 1/20/27	9,647	9,818	
Northern Trust Corp	Northern Trust Corp 1.950% 5/01/30	4,222	4,317	
Oracle Corp	Oracle Corp 4.200% 9/27/29	10,004	9,660	
Paccar Financial Corp	Paccar Financial Corp 5.000% 5/13/27	4,996	5,057	
Royal Bk Ca	Royal Bk Ca Mtn Conv 5.200% 8/01/28	5,034	5,042	
Simon Property Group	Simon Property Group 3.300% 1/15/26	9,651	9,871	
Southern Co	Southern Co 1.750% 3/15/28	8,796	9,071	
Target Corp	Target Corp 1.950% 1/15/27	9,250	9,514	
Tor Dom Bk	Tor Dom Bk Mtn Conv 2.000% 9/10/31	8,149	8,289	
Trust Finl	Trust Finl Mtn V-Q 1.267% 3/02/27	9,171	9,590	
UnitedHealth Grp Inc	UnitedHealth Grp Inc 4.750% 7/15/26	4,992	5,013	
US Bancorp	US Bancorp Mtn 3.000% 7/30/29	4,431	4,582	
Ventas Realty LP	Ventas Realty LP 4.400% 1/15/29	4,931	4,867	
Verizon Comm Inc	Verizon Comm Inc 2.550% 3/21/31	8,414	8,612	
WEC Energy Group Inc	WEC Energy Group Inc 1.800% 10/15/30	3,237	3,343	
Wells Fargo	Wells Fargo Mtn V-D 3.526% 3/24/38	9,491	9,699	
		<u>294,710</u>	<u>299,130</u>	
		<u>\$ 5,695,936</u>	<u>\$ 6,023,550</u>	

\* Party-in-interest, as defined by ERISA.