

<p><b>Form 5500</b></p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p><b>Annual Return/Report of Employee Benefit Plan</b></p> <p>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).</p> <p>▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p><b>This Form is Open to Public Inspection</b></p>
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**Part I Annual Report Identification Information**  
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

**A** This return/report is for:  a multiemployer plan  a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan  a DFE (specify) \_\_\_\_\_

**B** This return/report is:  the first return/report  the final return/report

an amended return/report  a short plan year return/report (less than 12 months)

**C** If the plan is a collectively-bargained plan, check here. . . . . ▶

**D** Check box if filing under:  Form 5558  automatic extension  the DFVC program

special extension (enter description)

**E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶

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

<p><b>1a</b> Name of plan <u>PENSION PLAN FOR THE WASHINGTON POST AND COMPANIES</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>001</u></p>
<p><b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>NASH HOLDINGS LLC</u></p> <p><u>P.O. BOX 94314</u> <u>SEATTLE, WA 98124</u></p>	<p><b>1c</b> Effective date of plan <u>10/01/2013</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>90-1012631</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>206-812-8772</u></p> <p><b>2d</b> Business code (see instructions) <u>551112</u></p>

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

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including 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.

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/14/2025	MARK METCALF
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/14/2025	PAUL DAUBER
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor  ADMIN COMMITTEE FOR THE PENSION PLAN FOR THE WASH POST AND CO. MARK METCALF P.O. BOX 94314 SEATTLE, WA 98124	<b>3b</b> Administrator's EIN 90-1012631																				
	<b>3c</b> Administrator's telephone number 206-812-8778																				
<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> 3257																				
<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.....	<table border="1"> <tr> <td><b>6a(1)</b></td> <td>1974</td> </tr> <tr> <td><b>6a(2)</b></td> <td>1915</td> </tr> <tr> <td><b>6b</b></td> <td>183</td> </tr> <tr> <td><b>6c</b></td> <td>875</td> </tr> <tr> <td><b>6d</b></td> <td>2973</td> </tr> <tr> <td><b>6e</b></td> <td>15</td> </tr> <tr> <td><b>6f</b></td> <td>2988</td> </tr> <tr> <td><b>6g(1)</b></td> <td></td> </tr> <tr> <td><b>6g(2)</b></td> <td></td> </tr> <tr> <td><b>6h</b></td> <td>29</td> </tr> </table>	<b>6a(1)</b>	1974	<b>6a(2)</b>	1915	<b>6b</b>	183	<b>6c</b>	875	<b>6d</b>	2973	<b>6e</b>	15	<b>6f</b>	2988	<b>6g(1)</b>		<b>6g(2)</b>		<b>6h</b>	29
<b>6a(1)</b>	1974																				
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<b>6g(1)</b>																					
<b>6g(2)</b>																					
<b>6h</b>	29																				
<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 1C 3H

**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) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	<b>9b</b> Plan benefit arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
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**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

<b>a Pension Schedules</b> (1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information) (2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) <input checked="" type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (4) <input type="checkbox"/> <b>DCG</b> (Individual Plan Information) – Number Attached _____ (5) <input type="checkbox"/> <b>MEP</b> (Multiple-Employer Retirement Plan Information)	<b>b General Schedules</b> (1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information) (2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan) (3) <input type="checkbox"/> <b>A</b> (Insurance Information) – Number Attached _____ (4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information) (5) <input checked="" 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>PENSION PLAN FOR THE WASHINGTON POST AND COMPANIES</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>NASH HOLDINGS LLC</u>	<b>D</b> Employer Identification Number (EIN) <u>90-1012631</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 type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

**Part I Basic Information**

<b>1</b>	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
<b>2</b>	Assets:		
	<b>a</b> Market value .....	<b>2a</b>	<u>569692940</u>
	<b>b</b> Actuarial value .....	<b>2b</b>	<u>578560070</u>
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	<u>163</u>	<u>48506377</u>
	<b>b</b> For terminated vested participants .....	<u>1120</u>	<u>149949888</u>
	<b>c</b> For active participants .....	<u>1974</u>	<u>122833563</u>
	<b>d</b> Total .....	<u>3257</u>	<u>321289828</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>5.16 %</u>
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	<u>8564445</u>
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	<u>780000</u>
	<b>c</b> Target normal cost .....	<b>6c</b>	<u>9344445</u>

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

<b>SIGN HERE</b>			
	Signature of actuary	<u>08/08/2025</u>	Date
	<u>SHAWN CARLSON</u>	<u>23-07460</u>	Most recent enrollment number
	Type or print name of actuary	<u>508-903-6034</u>	Telephone number (including area code)
	<u>TRANSAMERICA</u>		
	Firm name		
	<u>6400 C STREET SW</u> <u>CEDAR RAPIDS, IA 52499</u>		
	Address of the firm		

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

<b>Part II Beginning of Year Carryover and Prefunding Balances</b>		(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	1756420	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) .....	1756420	0
<b>10</b>	Interest on line 9 using prior year's actual return of <u>19.79</u> % .....	347596	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>5.30</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) .....	2104016	0

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	178.10 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	178.75 %
<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>	214.27 %
<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</b> Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
<b>Totals ▶</b>			<b>18(b)</b>	0	<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> 0
<b>20</b>	Quarterly contributions and liquidity shortfalls:	
<b>a</b>	Did the plan have a "funding shortfall" for the prior year? .....	<input type="checkbox"/> Yes <input checked="" 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 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		

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

**21** 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
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**b** Applicable month (enter code) ..... **21b** 4

**22** Weighted average retirement age ..... **22** 63

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

**Part VI Miscellaneous Items**

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

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

**26** Demographic and benefit information

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

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

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

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

<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**

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

<b>a</b> Target normal cost (line 6c) .....	<b>31a</b>	9344445
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....	<b>31b</b>	9344445

<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

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

<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	<b>34</b>	0
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	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement .....	0	0	0

**36** Additional cash requirement (line 34 minus line 35)..... **36** 0

**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)..... **37** 0

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

<b>a</b> Total (excess, if any, of line 37 over line 36)	<b>38a</b>	0
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....	<b>38b</b>	0

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

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

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

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

<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>PENSION PLAN FOR THE WASHINGTON POST AND COMPANIES</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>NASH HOLDINGS LLC</b>	<b>D</b> Employer Identification Number (EIN) <b>90-1012631</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)

ALSTON & BIRD LLP

58-0137615

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	97371	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)

JOHNSON LAMBERT & CO. LLP

52-1446779

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	47023	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)

RUANE CUNNIFF & GOLDFARB INC.

13-2628641

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	897853	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

FIRST MANHATTAN CO.

13-1957714

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	1282026	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)

THE BANK OF NEW YORK MELLON

13-5160382

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 21 25 50 52 59	NONE	106179	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

TRANSAMERICA RETIREMENT SOLUTIONS

42-1484983

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	243453	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

RENEWABLE ENERGY ASSET CO II, LLC

82-5087189

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
17 50	NONE	55185	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 D</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>	<b>DFE/Participating Plan 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 <u>PENSION PLAN FOR THE WASHINGTON POST AND COMPANIES</u>	<b>B</b> Three-digit plan number (PN)	<u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>NASH HOLDINGS LLC</u>	<b>D</b> Employer Identification Number (EIN) <u>90-1012631</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<u>COLLECTIVE TRUST GOVT STIF</u>	
<b>b</b> Name of sponsor of entity listed in (a):	<u>THE BANK OF NEW YORK MELLON</u>	
<b>c</b> EIN-PN <u>81-6243181-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>44290330</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

**c** EIN-PN

**d** Entity code

**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)



<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>PENSION PLAN FOR THE WASHINGTON POST AND COMPANIES</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>NASH HOLDINGS LLC</b>	<b>D</b> Employer Identification Number (EIN) <b>90-1012631</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.

Assets	(a) Beginning of Year	(b) End of Year
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	
<b>b</b> Receivables (less allowance for doubtful accounts):		
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	
<b>(3)</b> Other .....	<b>1b(3)</b>	996828 507341
<b>c</b> General investments:		
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	83349 82534
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	
<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>	13385464 14181195
<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>	496426622 361447139
<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>	52485911 44290330
<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>	0 168903465
<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>	6470050 5464609

<b>1d</b> Employer-related investments:		<b>(a)</b> Beginning of Year	<b>(b)</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>	569848224	594876613
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>		
<b>h</b> Operating payables.....	<b>1h</b>	851602	513576
<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>	851602	513576
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	568996622	594363037

**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>		<b>(a)</b> Amount	<b>(b)</b> Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>		
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>		
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>		
(2) Noncash contributions.....	<b>2a(2)</b>		
(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>		
<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>	-10441	
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>		
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>		
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>	988416	
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>		
<b>(F)</b> Other.....	<b>2b(1)(F)</b>		
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		977975
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>	4082415	
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	544976	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		4627391
(3) Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>	296947076	
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>	162536323	
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>	-22524089	
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		2054733
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		
<b>c</b> Other income .....	<b>2c</b>		
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total.....	<b>2d</b>		119546763

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	<b>2e(1)</b>	91121487	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other.....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		91121487
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions).....	<b>2g</b>		
<b>h</b> Interest expense.....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>		
(3) Recordkeeping fees .....	<b>2i(3)</b>		
(4) IQPA audit fees .....	<b>2i(4)</b>	47023	
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	2235064	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>	106179	
(7) Actuarial fees .....	<b>2i(7)</b>	243453	
(8) Legal fees .....	<b>2i(8)</b>	97371	
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses.....	<b>2i(11)</b>	329771	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		3058861
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total.....	<b>2j</b>		94180348

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		25366415
<b>l</b> Transfers of assets:			
(1) To this plan.....	<b>2l(1)</b>		
(2) From this plan .....	<b>2l(2)</b>		

**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: JOHNSON LAMBERT LLP

(2) EIN: 52-1446779

**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		5000000
<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 553328.

<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>PENSION PLAN FOR THE WASHINGTON POST AND COMPANIES</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>NASH HOLDINGS LLC</u>	<b>D</b> Employer Identification Number (EIN) <u>90-1012631</u>	

<b>Part I</b>	<b>Distributions</b>
---------------	----------------------

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

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

1		0
---	--	---

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
EIN(s): 25-1926855

**Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.**

**3** Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year..... 

3		361
---	--	-----

<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.)
----------------	---

**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>
-----------------	-------------------

**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: 89.2 % Private Equity: 3.3 % Investment-Grade Debt and Interest Rate Hedging Assets: \_\_\_\_\_ %  
 High-Yield Debt: \_\_\_\_\_ % Real Assets: \_\_\_\_\_ % Cash or Cash Equivalents: 7.5 % 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 \_\_\_\_\_.

# **Pension Plan for The Washington Post and Companies**

## **Financial Statements and Supplemental Schedules**

*Years ended December 31, 2024 and 2023  
with Report of Independent Auditors*

Pension Plan for The Washington Post and Companies

Financial Statements and Supplemental Schedules

Years ended December 31, 2024 and 2023

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## Report of Independent Auditors

Plan Administrator  
Pension Plan for The Washington Post and Companies

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

We have performed audits of the financial statements of the Pension Plan for The Washington Post and Companies (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 the years 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 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 Department of Labor'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 8 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 Auditor's 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 Auditor's 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.

***Auditor's 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 (1) Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2024 and (2) Schedule H, Line 4j - Schedule of Reportable Transactions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with 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 their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- 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).

A handwritten signature in black ink that reads "Johnson Lambert LLP". The signature is written in a cursive, flowing style.

Park Ridge, Illinois  
October 13, 2025

Pension Plan for The Washington Post and Companies

**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

	As of December 31,	
	2024	2023
Investments, at fair value	\$ 594,369,272	\$ 568,851,396
Accrued investment income	507,341	996,828
Accrued administrative expenses	(513,576)	(851,602)
Net assets available for benefits	<u>\$ 594,363,037</u>	<u>\$ 568,996,622</u>

**STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**

	Years ended December 31,	
	2024	2023
Investment income:		
Interest and dividend income	\$ 7,660,099	\$ 8,020,720
Net change in fair value of investments	<u>111,886,664</u>	<u>90,429,263</u>
Total investment income	119,546,763	98,449,983
Distributions:		
Benefits paid to participants	91,121,487	24,920,797
Administrative expenses	<u>3,058,861</u>	<u>3,355,387</u>
Total distributions	<u>94,180,348</u>	<u>28,276,184</u>
Net change in net assets available for benefits	25,366,415	70,173,799
Net assets available for benefits:		
Beginning of year	<u>568,996,622</u>	<u>498,822,823</u>
End of year	<u>\$ 594,363,037</u>	<u>\$ 568,996,622</u>

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

# Pension Plan for The Washington Post and Companies

## Notes to Financial Statements

Years ended December 31, 2024 and 2023

### **Note 1 - Description of Plan**

The following brief description of the Pension Plan for The Washington Post and Companies (the Plan) is provided for general information purposes only. Participants should refer to the Plan's documents governing their respective retirement programs for more complete information.

#### *General*

The Plan is a defined benefit pension plan sponsored by Nash Holdings LLC (the Plan Sponsor or the Company) which provides certain retirement, disability and death benefits on a noncontributory basis to eligible employees of the following subsidiaries of the Company: WP Company LLC, Express Publications Company, LLC (closed in 2019), Post Community Media LLC, Greater Washington Publishing, LLC (closed in 2018), and Robinson Terminal Warehouse LLC (collectively, the Publishing Subsidiaries or The Washington Post and Companies). Plan participation begins after an employee completes an Eligibility Year of Service (as defined by the Plan). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

An Administrative Committee (Plan Administrator) whose members are appointed by the Company has overall authority to administer the Plan. Contributions, if any, are made to the Trust of the Pension Plan for The Washington Post and Companies (the Trust), of which The Bank of New York Mellon/BNY Mellon, N.A. is Trustee.

#### *Traditional Pension Benefits*

Eligible employees of WP Company LLC and Robinson Terminal Warehouse LLC hired prior to September 1, 2009 are entitled to traditional pension benefits. A participant becomes vested either by attaining age 65 while employed or by completing five or more years of vesting service. In general, terminated, vested participants may receive normal retirement benefits (unreduced) in annuity form, beginning at age 65. Participants may receive reduced benefits as early as age 55. The amount of such benefits is primarily based on the participant's average earnings and years of credited service. If participants terminate either before attaining age 65 or completing five or more years of vesting service (three or more years of vesting service for participants with an accrued benefit under the Cash Balance Schedule), they forfeit the right to receive their accrued plan benefits.

If a vested participant dies, the surviving spouse is entitled to receive a survivor benefit. If a participant becomes disabled as defined by Social Security regulations, or in the case of participants in the Newsweek Schedules, under the Company's insured disability program, the participant may be credited with additional years of service from the time the participant became totally and permanently disabled to the time of early or normal retirement.

## Pension Plan for The Washington Post and Companies

### Notes to Financial Statements (Continued)

#### **Note 1 - Description of Plan (Continued)**

##### *Traditional Pension Benefits (continued)*

Effective December 31, 2014, the Plan was amended so that all Plan participants not represented by the Guild or a Craft Union no longer accrue traditional pension benefits. Any participant who was represented by the Guild or a Craft Union but ceased to be so represented after December 31, 2014 no longer accrue traditional pension benefits effective the date the employee ceased to be represented.

Effective February 28, 2015, the traditional benefits of certain Craft Union employees were frozen effective as of that date or March 31, 2015.

In April 2015, the Plan was amended to freeze the traditional benefits of certain Craft Union employees effective July 31, 2015. Various other changes to the Plan were made by this amendment retrospective to October 1, 2013, pursuant to an agreement with the IRS to obtain a favorable determination letter.

Effective August 31, 2015, the Plan was amended to freeze the traditional benefits of participants represented by the Guild.

Effective March 31, 2016, or June 30, 2016, as applicable, the Plan was amended to freeze the traditional benefits of certain Craft Union employees.

##### *Cash Balance Retirement Program*

The Plan also provides employer-paid pension benefits as part of a Cash Balance Retirement Program (Program). The Program is provided to eligible employees of The Washington Post and Companies. Benefits under the Program are equal to the sum of a participant's pay-based credits and interest credits. Pay-based credits are equal to a percentage, which is dependent upon years of service, of the participants' eligible compensation during each calendar quarter of participation in the Program.

Generally, the applicable percentages are as follows:

<u>Years of Service as of January 1</u>	<u>Pay-Based Pension Credit for the Plan Year</u>
Less than 5 years	2.25% of eligible compensation
At least 5 years but less than 10	2.75% of eligible compensation
At least 10 years but less than 20	3.25% of eligible compensation
20 years or more	3.75% of eligible compensation

## Pension Plan for The Washington Post and Companies

### Notes to Financial Statements (Continued)

#### **Note 1 - Description of Plan (Continued)**

##### *Cash Balance Retirement Program (continued)*

Interest credits typically are added to the participants' accounts at the end of each calendar quarter based on the accumulated account balance as of the first day of the quarter. The interest credit is equal to the product of the interest percentage and a participant's account balance. The annual interest percentage for any period equals the greater of (1) 1.41%, or (2) 1% plus the average interest rate for one-year U.S. Treasury securities during the month of August of the preceding Plan year; not to exceed a maximum interest percentage of 10%.

Participants are 100% vested in the benefits accumulated after either attaining age 65 while employed or after completion of three years of vesting service. Benefits for vested retired or terminated participants under the Program are based on the participant's account balance as of a date shortly before the date on which benefit payments commence. The participant may elect to receive a single, lump-sum distribution equal to the amount of the participant's account balance at any time after the termination of the participant's employment, otherwise benefits are paid in the form of an annuity with an actuarial value equal to the participant's account balance prior to the starting date of the annuity payments.

Account balances of \$7,000 or less may not be deferred and are paid out of the Plan in a single, lump-sum amount. If the value of a participant's account is more than \$1,000 but less than or equal to \$7,000, and after receiving all required notices, the participant does not affirmatively elect a distribution, the account balance will be automatically rolled over by the Plan to an Individual Retirement Account (IRA). If the participant's balance is \$1,000 or less, the account balance will be automatically paid as a lump sum distribution.

In the event of a participant's death, 100% of the participant's account will be paid to the designated beneficiary. If a participant becomes totally and permanently disabled, the benefit payment rights and options are the same as that of a terminated, vested individual.

Effective October 1, 2014, the Cash Balance Schedule of the Plan was amended to exclude non-bargaining employees hired or rehired on or after that date from participation in that schedule, except for the Secure Retirement Account component.

Effective January 1, 2015, employees of WP Company LLC and Robinson Terminal Warehouse LLC who had previously accrued traditional benefits became eligible to participate in the Cash Balance Schedule of the Plan.

Effective March 1, 2015 or April 1, 2015, as applicable, certain Craft Union employees who had previously accrued traditional benefits became eligible to participate in the Cash Balance Schedule of the Plan. However, certain Craft Union employees hired or rehired on or after March 1, 2015 or April 1, 2015, respectively, are excluded from participating in the Cash Balance Schedule of the Plan.

## Pension Plan for The Washington Post and Companies

### Notes to Financial Statements (Continued)

#### **Note 1 - Description of Plan (Continued)**

##### *Cash Balance Retirement Program (continued)*

Effective August 1, 2015, certain Craft Union employees who had previously accrued traditional benefits became eligible to participate in the Cash Balance Schedule of the Plan, including the Secure Retirement Account component. However, certain Craft Union employees hired or rehired on or after August 1, 2015 are excluded from participating in the Cash Balance Schedule of the Plan, except for the Secure Retirement Account component.

Effective September 1, 2015, Guild employees who had previously accrued traditional benefits became eligible to participate in the Cash Balance Schedule of the Plan, including the Secure Retirement Account component. However, certain Guild employees hired or rehired on or after July 1, 2015 are excluded from participating in the Cash Balance Schedule, except for the Secure Retirement Account component.

Effective April 1, 2016 or July 1, 2016, as applicable, certain Craft Union employees who had previously accrued traditional benefits became eligible to participate in the Cash Balance Schedule of the Plan. However, certain Craft Union employees hired or rehired on or after March 31, 2016 or June 30, 2016, respectively, are excluded from participating in the Cash Balance Schedule of the Plan.

Effective December 31, 2023, the Plan was amended to offer a 2023 Voluntary Separation Program (VSP). A VSP participant shall have credited to their Secure Retirement Account in the Cash Balance Schedule an additional pay credit as defined in the VSP. VSP participants became fully vested in their Cash Balance and Secure Retirement accounts as of December 31, 2023. The Plan paid out \$47,096,369 in special separation payments and health insurance benefits for the year ended December 31, 2024, which is included in the "Benefits paid to participants" in the Statement of Changes in Net Assets Available for Benefits.

##### *Secure Retirement Account*

The Secure Retirement Account (SRA) benefit is a component of the Cash Balance Retirement Program Schedule.

## Pension Plan for The Washington Post and Companies

### Notes to Financial Statements (Continued)

#### **Note 1 - Description of Plan (Continued)**

##### *Secure Retirement Account (continued)*

Similar to the Cash Balance Retirement Program, benefits under the SRA are equal to the sum of a participant's pay-based credits and interest credits. Pay-based credits are equal to a percentage of the participants' eligible compensation during each calendar quarter of participation in the Program times a multiplier. The percentage is dependent upon years of service as defined in the Plan document, and the multiplier is determined by the company the participant works for and the participant's most recent date of hire or transfer. Generally, the applicable percentages are as follows:

<u>Years of Service as of January 1</u>	<u>Pay-Based Pension Credit for the Plan Year</u>
Less than 5 years	1.10% x Multiplier
At least 5 years but less than 10	1.35% x Multiplier
At least 10 years but less than 20	1.55% x Multiplier
20 years or more	1.75% x Multiplier

##### *Tax Status*

The Internal Revenue Service (IRS) has determined and informed the Company by a letter dated January 12, 2021, that the Plan is designed as a tax-qualified plan in accordance with applicable sections of the Internal Revenue Code (IRC). The Plan has since been amended, but the Plan Sponsor believes that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC. Therefore, the Plan Sponsor has concluded that as of December 31, 2024 and 2023, there are no uncertain tax 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 audits by taxing jurisdictions; however, there are currently no audits of any tax periods in progress.

#### **Note 2 - Summary of Accounting Policies**

The following accounting policies, which conform with accounting principles generally accepted in the United States of America (GAAP), have been used consistently in the preparation of the Plan's financial statements:

##### *Basis of Accounting*

The accompanying financial statements are prepared on the accrual basis of accounting.

##### *Use of Estimates*

The preparation of financial statements, in conformity with GAAP, requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of Plan assets and the actuarial present value of accumulated plan benefits at the date of the financial statements. Actual results could differ from those estimates.

## Pension Plan for The Washington Post and Companies

### Notes to Financial Statements (Continued)

#### **Note 2 - Summary of Accounting Policies (Continued)**

##### *Investment Valuation and Income Recognition*

The Plan invests in various investment securities. All investments held by the Plan are recorded at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Gains or losses realized on the sale of investments are determined based on weighted average cost, except for debt securities, which are determined based on specific identification. Purchases and sales of securities are recorded on the trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date.

The accompanying statements of changes in net assets available for benefits present the Plan's net change in fair value of investments, which consists of the realized gains or losses and the unrealized appreciation or depreciation on those investments.

##### *Risks and Uncertainties*

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

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

##### *Administrative Expenses*

Trustee fees, actuarial fees, investment management fees, Pension Benefit Guaranty Corporation premium payments and other administrative expenses are charged to the Plan. The Company provides certain administrative services for which no fees are charged.

##### *Benefit Payments*

Benefit payments to participants are recorded upon distribution.

##### *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 employees have rendered. Accumulated plan benefits include benefits expected to be paid to: (a) retired or terminated employees or their beneficiaries; (b) beneficiaries of employees who have died; and (c) present employees or their beneficiaries. Benefits payable under all circumstances – retirement, death, disability, and termination of employment – are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

## Pension Plan for The Washington Post and Companies

### Notes to Financial Statements (Continued)

#### Note 2 - Summary of Accounting Policies (Continued)

##### *Actuarial Present Value of Accumulated Plan Benefits (continued)*

The actuarial present value of accumulated plan benefits is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment. The significant actuarial assumptions used in the valuations as of January 1, 2024, the date of the actuarial valuation for the Plan year ended December 31, 2024, were: (a) life expectancy of participants (the PRI-2012 Employee Tables with the Retiree and Contingent Survivor Tables for annuitants, projected forward with Scale MP-2021 was used); (b) various rates of termination and retirement up to age 70; and (c) an interest rate of 6.5%. The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

##### *Subsequent Events*

The Plan has performed an evaluation of subsequent events through October 13, 2025, which is the date the financial statements were available to be issued and has considered any relevant matters in the preparation of the financial statements and notes.

#### Note 3 - Funding Policy

Contributions made by the Company and other participating companies to the Plan for any year are determined after considering the following factors: (a) the actuarially computed pension expense; (b) the minimum funding requirements of ERISA; (c) the maximum tax deductible contribution for the year; and (d) the funded status of the Plan. No contributions were necessary under the minimum funding requirements of ERISA with respect to the 2024 and 2023 actuarial valuations.

#### Note 4 - Actuarial Information

As of January 1, 2024, the date of the actuarial valuation for the Plan year ended December 31, 2024, the actuarial present value of accumulated plan benefits are as follows:

Vested benefits:	
Active employees	\$ 107,087,128
Participants termed with vested benefits	140,693,777
Participants currently receiving benefits	<u>43,400,987</u>
	291,181,892
Non vested benefits	<u>2,300,805</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 293,482,697</u>

## Pension Plan for The Washington Post and Companies

### Notes to Financial Statements (Continued)

#### Note 4 - Actuarial Information (Continued)

A summary of significant changes in the actuarial present value of accumulated plan benefits as of January 1, 2024, are as follows:

Actuarial present value of accumulated plan benefits, January 1, 2023	\$ 235,328,379
Increase (decrease) during the period attributable to:	
Interest accumulated	14,499,169
Benefits paid	(24,920,799)
Benefits accrued and actuarial experience	22,212,211
Assumption changes	(1,917,977)
Plan amendments	<u>48,281,714</u>
Net increase	<u>58,154,318</u>
Actuarial present value of accumulated plan benefits, January 1, 2024	<u>\$ 293,482,697</u>

#### Note 5 - Plan Termination

The Company has the right under the Plan to amend or terminate it subject to the provisions of ERISA.

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

- (a) Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination;
- (b) Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. government agency) up to the applicable limitations;
- (c) All other vested benefits (that is, vested benefits not insured by the PBGC); and
- (d) All non-vested benefits.

Once all the benefit obligations described above have been satisfied, any remaining assets of the Plan would revert to the Company.

## Pension Plan for The Washington Post and Companies

### Notes to Financial Statements (Continued)

#### **Note 5 - Plan Termination (Continued)**

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits 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 those benefits and may also depend on the financial condition of the Plan Sponsor and the level of benefits guaranteed by the PBGC.

#### **Note 6 - Parties-in-interest Transactions**

Plan investments include short term investments and a common/collective trust administered by The Bank of New York Mellon/BNY Mellon, N.A. The Bank of New York Mellon/BNY Mellon, N.A. serves as Trustee of the Plan and, therefore, these transactions qualify as party-in-interest. The Plan paid The Bank of New York Mellon/BNY Mellon, N.A. \$106,179 and \$95,382 for expenses incurred for the years ended December 31, 2024 and 2023, respectively.

#### **Note 7 - Fair Value Measurements**

Investments measured at fair value on a recurring basis consist of the following:

December 31, 2024:	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Cash equivalents	\$ 82,534	\$ -	\$ -	\$ 82,534
Registered investment companies	168,903,465	-	-	168,903,465
Common stock	361,447,139	-	-	361,447,139
Private equity fixed income security	-	-	14,181,195	14,181,195
	<u>\$ 530,433,138</u>	<u>\$ -</u>	<u>\$ 14,181,195</u>	<u>\$ 544,614,333</u>
December 31, 2023:	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Cash equivalents	\$ 83,349	\$ -	\$ -	\$ 83,349
Other investments	413,580	-	-	413,580
Common stock	496,426,622	-	-	496,426,622
Private equity fixed income security	-	-	13,385,464	13,385,464
	<u>\$ 496,923,551</u>	<u>\$ -</u>	<u>\$ 13,385,464</u>	<u>\$ 510,309,015</u>

## Pension Plan for The Washington Post and Companies

### Notes to Financial Statements (Continued)

#### Note 7 - Fair Value Measurements (Continued)

Reconciliation between the fair value hierarchy table and total investments, at fair value:

	December 31,	
	2024	2023
Fair value per hierarchy table	\$ 544,614,333	\$ 510,309,015
Private equity fund*	5,464,609	6,056,470
Common/collective trust*	<u>44,290,330</u>	<u>52,485,911</u>
Investments, at fair value	<u>\$ 594,369,272</u>	<u>\$ 568,851,396</u>

\*In accordance with GAAP, the investments, which are measured at fair value using the net asset value per share (or equivalent) as a practical expedient, have not been classified in the fair value hierarchy. The fair value amounts presented in the above tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

For assets that are measured using quoted prices in active markets, the total fair value is the published market price per unit multiplied by the number of units held without consideration of transaction costs. Assets and liabilities that are measured using significant other observable inputs are primarily valued by reference to quoted prices of similar assets or liabilities in active markets, adjusted for any terms specific to that asset or liability.

#### *Common/Collective Trust*

The Plan's investment in a common/collective trust consists entirely of the Collective Trust Government Short Term Investment Fund (the Fund) as of December 31, 2024 and 2023. As permitted by GAAP, the Plan uses the net asset value (NAV) per unit of the Fund as a practical expedient to determine the fair value of its investment. The NAV per unit is calculated by taking the underlying assets owned by the Fund, minus its liabilities, and then dividing by the number of units outstanding.

The investment objective of the Fund is to obtain a reasonable rate of return while investing principally or entirely in securities or other obligations issued by or guaranteed by the United States government or its agencies and repurchase agreements collateralized by securities or other obligations issued by or guaranteed by the United States government or its agencies. The Fund intends to maintain a net asset value of approximately \$1 per share. There are no restrictions on redemptions of the Plan's investment in the Fund and no unfunded commitments as of December 31, 2024 and 2023.

## Pension Plan for The Washington Post and Companies

### Notes to Financial Statements (Continued)

#### Note 7 - Fair Value Measurements (Continued)

##### *Alternative Investment - Private Equity Fund*

The private equity fund is a renewable energy fund that invests primarily in U.S. or Canadian projects. The fair value of the investment in this private equity fund has been estimated using the net asset value of the Plan's ownership interest in members' capital. Members' capital is not available for capital withdrawal. However, from time to time, the fund manager may make capital distributions to its members. Distributions will be received once every quarter based on the amount of cash available.

The investment objective of the private equity fund is to acquire, own, develop, operate, and/or sell electricity and/or renewable energy credits produced by various solar and wind facilities located in North America. There are no unfunded commitments as of December 31, 2024 and 2023.

##### *Alternative Investment - Fixed Income Security*

The issuer of this security will pay the Plan the principal amount in May 2041, with interest on the unpaid balance on an annual basis of 6.85%. There are no unfunded commitments as of December 31, 2024 and 2023. The following table sets forth a summary of changes in the fair value of the Plan's level 3 assets for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Balance, beginning of year	\$ 13,385,464	\$ 12,760,339
Interest capitalized	638,207	645,831
Interest accrued	157,524	904,424
Interest repayments	<u>-</u>	<u>(925,130)</u>
Balance, end of year	<u>\$ 14,181,195</u>	<u>\$ 13,385,464</u>

#### Note 8 - Information Certified by the Trustee

Certain information related to investment balances in the accompanying financial statements and ERISA-required supplemental schedules, including accrued investment income and investments held as of December 31, 2024 and 2023, interest and dividend income and net change in fair value of investments for the years then ended, excluding the balances related to the DE Shaw Renewable Assets Co. Private equity fund and DE Shaw Renewable Assets Co. Fixed income security, was obtained by management and agreed to or derived from information certified as complete and accurate by The Bank of New York Mellon/BNY Mellon, N.A.

Pension Plan for The Washington Post and Companies

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

E.I.N. 90-1012631 Plan No. 001

December 31, 2024

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	<b>Cash equivalents</b>			
*	Bank of New York Mellon/BNY Mellon, N.A.	GBP (Great British Pounds)	\$ 87,834	\$ 82,534
	Total cash equivalents		<u>87,834</u>	<u>82,534</u>
	<b>Common stock</b>			
	Alphabet Inc	Common stock	2,925,311	20,234,550
	Apple Inc	Common stock	2,037,574	18,781,500
	Applied Materials Inc	Common stock	13,328,802	11,384,100
	ASML Holding NV	Common stock	5,174,636	7,623,880
	Autozone Inc	Common stock	3,626,138	21,613,500
	Berkshire Hathaway Inc - Class A	Common stock	5,619,200	21,789,440
	Broadcom Inc	Common stock	6,194,876	17,388,000
	Constellation Software Inc	Common stock	4,108	-
	Copart Inc	Common stock	8,022,700	13,486,650
	Danaher Corp	Common stock	2,215,597	9,067,225
	Honeywell International Inc	Common stock	3,538,208	8,696,765
	Intercontinental Exchange Inc	Common stock	10,106,902	14,868,814
	KKR & Co Inc	Common stock	9,077,542	23,665,600
	Landbridge Co LLC	Common stock	5,712,000	21,705,600
	LVMH Moet Hennessy Lous Vuitt	Common stock	5,856,562	6,238,650
	Marriott International Inc/MD	Common stock	4,468,619	11,715,480
	Microsoft Corp	Common stock	3,188,871	33,720,000
	Nextera Energy Inc	Common stock	8,753,659	8,961,250
	Nvidia Corp	Common stock	8,739,740	9,736,025
	Oracle Corp	Common stock	6,253,004	24,996,000
	Phillip Morris International Inc	Common stock	7,899,390	10,831,500
	S&P Global Inc	Common stock	8,050,329	10,707,645
	Take-Two Interactive Software	Common stock	8,560,215	10,584,600
	Thermo Fisher Scientific Inc	Common stock	3,306,737	13,786,095
	United Health Group Inc	Common stock	6,901,211	9,864,270
	Total common stock		<u>149,561,931</u>	<u>361,447,139</u>
	<b>Registered investment companies</b>			
	Vanguard Group Inc	Vanguard S&P 500 ETF	168,866,830	168,903,465
	Total other investments		<u>168,866,830</u>	<u>168,903,465</u>

\* Party-in-interest

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Pension Plan for The Washington Post and Companies

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Continued)  
E.I.N. 90-1012631 Plan No. 001

December 31, 2024

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	<b>Common/collective trust</b>			
*	Bank of New York Mellon	Collective US Gov't STIF 15 BPS	44,290,330	44,290,330
	Total common/collective trust		<u>44,290,330</u>	<u>44,290,330</u>
	<b>Alternative investment</b>			
	DE Shaw Renewable Assets Co.	Private equity fund	10,472,925	5,464,609
	DE Shaw Renewable Assets Co.	Fixed income	12,605,454	14,181,195
	Total alternative investment		<u>23,078,379</u>	<u>19,645,804</u>
			<u>\$ 385,885,304</u>	<u>\$ 594,369,272</u>

\* Party-in-interest

This schedule was prepared based on certain information certified, as complete and accurate, by the Bank of New York Mellon/BNY Mellon, N.A., the Plan Trustee.

Pension Plan for The Washington Post and Companies

Schedule H, Line 4j - Schedule of Reportable Transactions  
E.I.N. 90-1012631 Plan No. 001

December 31, 2024

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	
Identity of party involved	Description of asset	Number of Transactions	Purchase Price	Selling Price	Lease Rental	Expense Incurred with Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net gain or (loss)
<u>Series of transactions</u>									
Vanguard Group Inc	Vanguard S&P 500 ETF	33	\$168,866,830	\$ -	\$ -	\$ -	\$ -	\$168,866,830	\$ -
* Bank of New York Mellon	Collective U.S. Gov't STIF 15 BPS	85	\$ -	\$213,044,616	\$ -	\$ -	\$213,044,616	\$213,044,616	\$ -
* Bank of New York Mellon	Collective U.S. Gov't STIF 15 BPS	195	\$204,849,035	\$ -	\$ -	\$ -	\$ -	\$204,849,035	\$ -

\* Party-in-interest

This schedule was prepared based on information certified, as complete and accurate, by the Bank of New York Mellon/BNY Mellon, N.A., the Plan Trustee.

**Attachment to 2024 Form 5500 Schedule SB,  
Line 26a – Schedule of Active Participant Data**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

.....Completed Years of Credited Service .....

<u>Age</u>	<u>0</u> to <u>1</u>	<u>1</u> to <u>4</u>	<u>5</u> to <u>9</u>	<u>10</u> to <u>14</u>	<u>15</u> to <u>19</u>	<u>20</u> to <u>24</u>	<u>25</u> to <u>29</u>	<u>30</u> to <u>34</u>	<u>35</u> to <u>39</u>	<u>40</u> +	<u>Total</u>
0 – 24 <i>Avg. Comp.</i>	0	52 80,188	0	0	0	0	0	0	0	0	52
25 – 29	0	195 104,618	40 98,806	0	0	0	0	0	0	0	235
30 – 34	0	229 126,743	107 125,476	3	0	0	0	0	0	0	339
35 – 39	0	149 144,754	108 141,443	31 136,102	14	1	0	0	0	0	303
40 – 44	0	102 155,180	79 137,054	29 142,421	24 126,195	12	1	0	0	0	247
45 – 49	0	73 155,200	56 164,244	19	31 116,441	28 142,523	11	1	0	0	219
50 – 54	0	29 154,862	31 144,037	15	33 115,749	29 120,431	37 109,049	11	1	0	186
55 – 59	0	21 145,624	28 125,918	14	25 123,997	39 118,277	23 128,856	18	17	1	186
60 – 64	0	17	24 115,278	11	18	23 117,324	14	14	14	7	142
65 – 69	0	4	13	4	3	7	7	3	4	4	49
70 & Up	<u>0</u>	<u>2</u>	<u>3</u>	<u>0</u>	<u>3</u>	<u>2</u>	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>16</u>
Totals	0	873	489	126	151	141	93	48	38	15	1,974

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**A ACTUARIAL COST METHOD**

The actuarial cost method used to determine the target normal cost, target liability and required contribution amounts for the plan is the Traditional Unit Credit Actuarial Cost Method. Under this method, both the target normal cost and target liability are based on the annual accrual of benefits as accruals occur each year.

The target liability for each active plan participant is equal to the actuarial present value of the participant's accrued benefit as of the valuation date. The total target liability of the plan is equal to the sum of such liabilities as determined for each active participant plus the actuarial present value of benefits being paid, or due to be paid, to retirees, beneficiaries and former participants with deferred vested benefits.

The target normal cost for each active participant is equal to the actuarial present value of the benefit expected to be earned during the year starting on the valuation date. The total target normal cost of the plan is the sum of the target normal costs for each active plan participant.

All employees who are plan participants on a valuation date are included in the actuarial valuation.

**B ASSET VALUATION METHOD**

The actuarial value of assets is equal to the market value of assets on the valuation date reduced by the sum of:

1. 66.67% of gains and losses of the prior year;
2. 33.33% of gains and losses of the second prior year.

Investment gains and losses are determined by the excess or deficiency of the expected return over the actual return on the market value (including employer contributions receivable for any given year. However, the expected return on assets may be limited by certain statutory interest rates.

The actuarial valuation of assets is further constrained to be not less than 90% or more than 110% of market value (including employer contributions receivable).

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**C INTEREST RATE METHODS**

Target Liability Interest Rates

Segment rates for September prior to the valuation date as adjusted in accordance with Code Section 430(h)(2)(C)(iv).

PBGC Interest Rates

Based on the standard premium funding target interest rates in accordance with ERISA Section 4006.4(b)(2). Segment Rates for 2024: 5.01%, 5.13% and 5.15% (previously, 4.84%, 5.15% and 4.85%).

The Plan is eligible to switch methods as of 2013.

Interest Crediting Rates  
(for Account-Based Benefits)

2024: 6.37% (previously, 4.30%).  
2025: 5.50% (previously, 4.50%).  
2026 and later: 4.70% (previously, 4.50%).

Lump Sum Conversion Rates  
(417(e) Rates for ASC 960-20 Liabilities)

Segment rates of 5.45%, 5.52% and 5.43% (previously, 3.79%, 4.62% and 4.69%).

Expected Return on Assets/  
ASC960-20 Interest Rate

6.50%

**D ACTUARIAL ASSUMPTIONS**

Pre- and Post-Retirement Mortality

Funding: Generational mortality table in accordance with IRS Regulation 1.430(h)(3)-1 for the valuation year.

ASC960-20: PRI-2012 Employee Tables with the Retiree and Contingent Survivor Tables for annuitants projected forward with Scale MP-2021 for all years. Contingent Survivor Tables are applied following the death of the participant.

Salary Increases

3.00% (unchanged).

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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D ACTUARIAL ASSUMPTIONS (cont'd)

IRC Maximum Benefit and  
Compensation Limitations

<i>Benefit Limit</i>	\$275,000 for 2024 (previously, \$265,000).
<i>Compensation Limit</i>	\$345,000 for 2024 (previously, \$330,000).
<u>Plan Expenses</u>	\$780,000 (previously, \$750,000).

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**D**     ACTUARIAL ASSUMPTIONS (cont'd)

***Exempt Component***

Termination (not due to retirement)

Sample rates:

<u>Age</u>	<u>Years of Service</u>	
	<u>3&lt;</u>	<u>3+</u>
20	26.40%	23.50%
25	25.44%	20.05%
30	22.88%	12.88%
35	20.64%	7.92%
40	18.56%	6.26%
45	17.60%	4.03%
50	17.60%	3.45%
54	18.56%	0.69%

Retirement

Sample rates:

<u>Age</u>	<u>Rate</u>
55 – 57	6.0%
58 – 60	7.0%
61 – 62	10.0%
63 – 64	13.0%
65	23.0%
66 – 67	20.0%
68 – 69	25.0%
70+	100.0%

Benefit Commencement Date

*Preretirement Death Benefit*

The later of the death of the active participant or the date the participant would have attained age 55 (age 65 if less than 10 years of vesting service).

*Deferred Vested Benefit*

The later of age 65 or termination of employment.

*Retirement Benefit*

Upon termination of employment.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**D     ACTUARIAL ASSUMPTIONS (cont'd)**

**Form of Payment**

60% of employees are assumed to elect lump sums (one-third paid immediately, one-third deferred one year and one-third deferred two years) at retirement if immediately eligible for payment and 55% at expected payment date if not immediately eligible for payment.

Of the other 40% / 45% who are assumed to elect an annuity option:

<u>Form</u>	<u>Male</u>	<u>Female</u>
Single Life	35%	75%
50% Joint and Survivor	55%	25%
100% Joint and Survivor	10%	0%

**Percent Married**

80% of participants.

**Spouse Age**

Wives are assumed to be three years younger than their husbands.

**Covered Pay**

Assumed plan compensation for the year beginning on the valuation date was determined as the base rate of pay on the valuation date.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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D. ACTUARIAL ASSUMPTIONS (cont'd)

***Robinson Component***

Termination (not due to retirement)

None.

Retirement

The rates at which participants are assumed to retire by age are shown below:

<u>Age</u>	<u>Rate</u>
55 – 57	6.0%
58 – 60	7.0%
61 – 62	10.0%
63 – 64	13.0%
65	23.0%
66 – 67	20.0%
68 – 69	25.0%
70+	100.0%

Benefit Commencement Date

*Preretirement Death Benefit*

The later of the death of the active participant or the date the participant would have attained age 55.

*Deferred Vested benefit*

Immediately.

*Retirement Benefit*

Upon termination of employment.

Form of Payment

100% of retiring participants are assumed to elect lump sum payments of their pensions.

Covered Pay

Assumed plan compensation for the year beginning on the valuation date was determined as the base rate of pay on the valuation date.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**D ACTUARIAL ASSUMPTIONS (cont'd)**

***Cash Balance and Secure Retirement Account Components***

**Termination and Retirement**

Sample withdrawal rates:

<u>Age</u>	<u>3 ≤ Years of Service</u>	
20	26.40%	23.50%
25	25.44%	20.05%
30	22.88%	12.88%
35	20.64%	7.92%
40	18.56%	6.26%
45	17.60%	4.03%
50	17.60%	3.45%
54	18.56%	0.69%

Retirement rates:

<u>Age</u>	<u>Rate</u>
55 – 57	6.0%
58 – 60	7.0%
61 – 62	10.0%
63 – 64	13.0%
65	23.0%
66 – 67	20.0%
68 – 69	25.0%
70+	100.0%

**Form of Payment and Benefit  
Commencement Dates**

95% of active employees who terminate employment are assumed to elect to receive their account balance as a lump sum payment and 5% are assumed to elect a single life annuity. Payment of lump sums to deferred vested participant and active employees who terminate from active as assumed to occur with the following timing:

<u>Deferral Period</u>	<u>Active Participants</u>	<u>Deferred Vested Participants</u> <i>(Balance &gt; \$5,000)</i>	<u>Deferred Vested Participants</u> <i>(Balance &lt; \$5,000)</i>
Immediate	33%	33%	100%
1 Year	33%	33%	0%
2 Years	33%	33%	0%
3 Years	0%	0%	0%

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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D     ACTUARIAL ASSUMPTIONS *(cont'd)*

Covered Pay

For the Cash Balance Component, assumed plan compensation for the year beginning on the valuation date was determined as the base rate of pay as the valuation date. For the Secure Retirement Account Component, the covered pay definition is the same as the Company's 401(k) program.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**D**     ACTUARIAL ASSUMPTIONS (cont'd)

***Guild Component***

Termination (not due to retirement)

Sample rates at which participants are assumed to leave the Company by age and gender as shown below:

<u>Age</u>	<u>Years of Service</u>	
	<u>3&lt;</u>	<u>3+</u>
20	26.40%	23.50%
25	25.44%	20.05%
30	22.88%	12.88%
35	20.64%	7.92%
40	18.56%	6.26%
45	17.60%	4.03%
50	17.60%	3.45%
54	18.56%	0.69%

Retirement

The retirement rates at which active participants are assumed to retire are shown below:

<u>Age</u>	<u>Rate</u>
55 – 57	6.0%
58 – 60	7.0%
61 – 62	10.0%
63 – 64	13.0%
65	23.0%
66 – 67	20.0%
68 – 69	25.0%
70+	100.0%

Benefit Commencement Date

*Preretirement Death Benefit*

The later of the death of the active participant or the date the participant would have attained age 55.

*Deferred Vested Benefit*

The later of age 65 or termination of employment.

*Retirement Benefit*

Upon termination of employment.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

---

**D     ACTUARIAL ASSUMPTIONS (cont'd)**

**Form of Payment**

60% of employees are assumed to elect lump sums (one-third paid immediately, one-third deferred one year and one-third deferred two years) at retirement if immediately eligible for payment and 55% at expected payment date if not immediately eligible for payment.

The other 40% / 45% who are assumed to elect an annuity option:

<u>Form</u>	<u>Male</u>	<u>Female</u>
Single Life	30.0%	65.0%
50% Joint and Survivor	60.0%	25.0%
100% Joint and Survivor	5.0%	5.0%
5-year Certain and Life	5.0%	5.0%

**Percent Married**

80% of male participants and 50% of female participants.

**Spouse Age**

Wives are assumed to be three years younger than their husbands.

**Covered Pay**

Assumed plan compensation for the year beginning on the valuation date was determined as the base rate of pay on the valuation date.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**D**     ACTUARIAL ASSUMPTIONS (cont'd)

***Craft Component***

Termination (not due to retirement)

Sample rates are as follows:

<u>Age</u>	Years of Service	
	<u>3&lt;</u>	<u>3+</u>
20	26.40%	23.50%
25	25.44%	20.05%
30	22.88%	12.88%
35	20.64%	7.92%
40	18.56%	6.26%
45	17.60%	4.03%
50	17.60%	3.45%
54	18.56%	0.69%

Retirement

Rates at which participants are assumed to retire are shown below:

<u>Age</u>	<u>Rate</u>
55 – 57	6.0%
58 – 60	7.0%
61 – 62	10.0%
63 – 64	13.0%
65	23.0%
66 – 67	20.0%
68 – 69	25.0%
70+	100.0%

Benefit Commencement Dates

*Preretirement Death Benefit*

The later of the death of the active participant or the date the participant would have attained age 55.

*Deferred Vested Benefit*

The later of age 65 or termination of employment.

*Retirement Benefit*

Upon termination of employment.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

---

**D     ACTUARIAL ASSUMPTIONS (cont'd)**

**Form of Payment**

60% of employees are assumed to elect lump sums (one-third paid immediately, one-third deferred one year and one-third deferred two years) at retirement if immediately eligible for payment and 55% at expected payment date if not immediately eligible for payment.

The other 40% / 45% who are assumed to elect an annuity option:

<u>Form</u>	<u>Male</u>	<u>Female</u>
Single Life	60.0%	75.0%
50% Joint and Survivor	30.0%	25.0%
100% Joint and Survivor	10.0%	0.0%

**Percent Married**

80% of participants.

**Spouse Age**

Wives are assumed to be three years younger than their husbands.

**ATTACHMENT TO THE 2024 SCHEDULE H OF FORM 5500  
LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
LINE 4j – SCHEDULE OF REPORTABLE TRANSACTIONS**

Plan Sponsor: Nash Holdings LLC

Plan Name: Pension Plan for the Washington Post and Companies

Plan Year: January 1, 2024 to December 31, 2024

EIN: 90-1012631

Plan No.: 001

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**Item 4i- Schedule of Assets Held at End of Year**

Pages 17-18 of the attached auditor's report of the Plan for the plan year ending December 31, 2024 provides the schedule of assets information.

**Item 4j- Schedule of Reportable Transactions**

Page 19 of the attached auditor's report of the Plan for the plan year ending December 31, 2024 provides the schedule of reportable transactions

**SCHEDULE SB  
(Form 5500)**

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security Administration  
Pension Benefit Guaranty Corporation

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

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

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

OMB No. 1210-0110

**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.

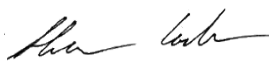
<b>A</b> Name of plan PENSION PLAN FOR THE WASHINGTON POST AND COMPANIES		<b>B</b> Three-digit plan number (PN) ▶	001
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF NASH HOLDINGS LLC		<b>D</b> Employer Identification Number (EIN) 90-1012631	
<b>E</b> Type of plan: <input checked="" 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 type="checkbox"/> 101-500 <input checked="" 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> 569692940
<b>b</b> Actuarial value .....	<b>2b</b> 578560070
<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 .....	163 48506377 48506377
<b>b</b> For terminated vested participants .....	1120 149949888 149949888
<b>c</b> For active participants .....	1974 122833563 125209621
<b>d</b> Total .....	3257 321289828 323665886
<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> 5.16 %
<b>6</b> Target normal cost	
<b>a</b> Present value of current plan year accruals .....	<b>6a</b> 8564445
<b>b</b> Expected plan-related expenses .....	<b>6b</b> 780000
<b>c</b> Target normal cost .....	<b>6c</b> 9344445

**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>		08/08/2025
	Signature of actuary Shawn Carlson	Date
	Type or print name of actuary Transamerica	23-07460
	Firm name 6400 C Street SW	Most recent enrollment number
	Cedar Rapids, IA 52499	(508) 903-6034
	Address of the firm	Telephone number (including area code)

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</b>	<b>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) .....	1756420	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) .....	1756420	0
<b>10</b> Interest on line 9 using prior year's actual return of <u>19.79</u> % .....	347596	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>5.30</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) .....	2104016	0

<b>Part III</b>	<b>Funding Percentages</b>	
<b>14</b> Funding target attainment percentage .....	<b>14</b>	178.10 %
<b>15</b> Adjusted funding target attainment percentage .....	<b>15</b>	178.75 %
<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>	214.27 %
<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</b>	<b>Contributions and Liquidity Shortfalls</b>				
<b>18</b> Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
<b>Totals ▶</b>			<b>18(b)</b>	0	<b>18(c)</b>
					0

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

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

**20** Quarterly contributions and liquidity shortfalls:

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

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

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

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

<b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b>			
<b>21</b> Discount rate:			
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	<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> 63
<b>23</b> Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined <input checked="" 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 checked="" type="checkbox"/> Yes <input 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 checked="" type="checkbox"/> Yes <input 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>	9344445	
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....	<b>31b</b>	9344445	
<b>32</b> Amortization installments:	Outstanding Balance	Installment	
<b>a</b> Net shortfall amortization installment .....	0	0	
<b>b</b> Waiver amortization installment.....	0	0	
<b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount .....	<b>33</b>		
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	<b>34</b>	0	
	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement .....	0	0	0
<b>36</b> Additional cash requirement (line 34 minus line 35) .....			<b>36</b> 0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....			<b>37</b> 0
<b>38</b> Present value of excess contributions for current year (see instructions)			
<b>a</b> Total (excess, if any, of line 37 over line 36)	<b>38a</b>	0	
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....	<b>38b</b>	0	
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....			<b>39</b> 0
<b>40</b> Unpaid minimum required contributions for all years .....			<b>40</b> 0

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

**Attachment to 2024 Form 5500 Schedule SB,  
Line 22 – Description of Weighted Average Retirement Age**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

Retirement Age (1)	Assumed Rate			Assumed Proportion of Population			Participants at Beginning (4)	Participants Retiring [((2a) x (3a)) + ((2b) x (3b)) + ((2c) x (3c))] x (4) (5)	(1) x (5) (6)
	Exempt (2a)	Cash Balance (2b)	Guild and Craft (2c)	Exempt (3a)	Cash Balance (3b)	Guild and Craft (3c)			
55	6.00%	6.00%	6.00%	17.00%	53.00%	30.00%	1,974.00	118.44	6,514.20
56	6.00%	6.00%	6.00%	17.00%	53.00%	30.00%	1,855.56	111.33	6,234.68
57	6.00%	6.00%	6.00%	17.00%	53.00%	30.00%	1,744.23	104.65	5,965.25
58	7.00%	7.00%	7.00%	17.00%	53.00%	30.00%	1,639.57	114.77	6,656.67
59	7.00%	7.00%	7.00%	17.00%	53.00%	30.00%	1,524.80	106.74	6,297.44
60	7.00%	7.00%	7.00%	17.00%	53.00%	30.00%	1,418.07	99.26	5,955.88
61	10.00%	10.00%	10.00%	17.00%	53.00%	30.00%	1,318.80	131.88	8,044.69
62	10.00%	10.00%	10.00%	17.00%	53.00%	30.00%	1,186.92	118.69	7,358.91
63	13.00%	13.00%	13.00%	17.00%	53.00%	30.00%	1,068.23	138.87	8,748.80
64	13.00%	13.00%	13.00%	17.00%	53.00%	30.00%	929.36	120.82	7,732.27
65	23.00%	23.00%	23.00%	17.00%	53.00%	30.00%	808.54	185.96	12,087.72
66	20.00%	20.00%	20.00%	17.00%	53.00%	30.00%	622.58	124.52	8,218.03
67	20.00%	20.00%	20.00%	17.00%	53.00%	30.00%	498.06	99.61	6,674.04
68	25.00%	25.00%	25.00%	17.00%	53.00%	30.00%	398.45	99.61	6,773.65
69	25.00%	25.00%	25.00%	17.00%	53.00%	30.00%	298.84	74.71	5,154.95
70	100.00%	100.00%	100.00%	17.00%	53.00%	30.00%	224.13	224.13	15,688.97
								1,974.00	124,106.14

Average age at retirement 62.87039  
**Rounded Average Retirement Age for Line 22 63**

**Attachment to 2024 Form 5500 Schedule SB,  
Line 24 – Change in Actuarial Assumptions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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Plan expenses were increased in 2024 to \$780,000 (previously, \$750,000).

**Attachment to 2024 Form 5500 Schedule SB,  
Line 26a – Schedule of Active Participant Data**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

<u>Age</u>	.....Completed Years of Credited Service .....										<u>Total</u>
	<u>0</u> to <u>1</u>	<u>1</u> to <u>4</u>	<u>5</u> to <u>9</u>	<u>10</u> to <u>14</u>	<u>15</u> to <u>19</u>	<u>20</u> to <u>24</u>	<u>25</u> to <u>29</u>	<u>30</u> to <u>34</u>	<u>35</u> to <u>39</u>	<u>40</u> +	
0 – 24 <i>Avg. Comp.</i>	0	52 80,188	0	0	0	0	0	0	0	0	52
25 – 29	0	195 104,618	40 98,806	0	0	0	0	0	0	0	235
30 – 34	0	229 126,743	107 125,476	3	0	0	0	0	0	0	339
35 – 39	0	149 144,754	108 141,443	31 136,102	14	1	0	0	0	0	303
40 – 44	0	102 155,180	79 137,054	29 142,421	24 126,195	12	1	0	0	0	247
45 – 49	0	73 155,200	56 164,244	19	31 116,441	28 142,523	11	1	0	0	219
50 – 54	0	29 154,862	31 144,037	15	33 115,749	29 120,431	37 109,049	11	1	0	186
55 – 59	0	21 145,624	28 125,918	14	25 123,997	39 118,277	23 128,856	18	17	1	186
60 – 64	0	17	24 115,278	11	18	23 117,324	14	14	14	7	142
65 – 69	0	4	13	4	3	7	7	3	4	4	49
70 & Up	<u>0</u>	<u>2</u>	<u>3</u>	<u>0</u>	<u>3</u>	<u>2</u>	<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>16</u>
Totals	0	873	489	126	151	141	93	48	38	15	1,974

**Attachment to 2024 Form 5500 Schedule SB,  
Line 26b – Schedule of Projection of Expected Benefit Payments**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

Funding Projected Benefit Payments				
Plan Year	Active Participants	Terminated Vested Participants	Retired Participants & Beneficiaries Receiving Payments	Total
2024	4,400,835	39,433,811	4,204,497	48,039,143
2025	7,325,002	32,960,902	4,120,583	44,406,487
2026	10,709,663	34,334,094	4,010,693	49,054,450
2027	9,414,748	4,587,947	3,925,993	17,928,688
2028	9,700,788	4,601,198	3,832,688	18,134,674
2029	9,478,597	4,946,778	3,760,688	18,186,063
2030	9,378,933	4,213,615	3,685,663	17,278,211
2031	9,386,068	3,693,802	3,604,119	16,683,989
2032	9,237,074	4,399,249	3,516,835	17,153,158
2033	9,179,283	3,398,761	3,422,945	16,000,989
2034	8,748,614	4,103,310	3,318,085	16,170,009
2035	8,607,812	3,391,929	3,211,414	15,211,155
2036	8,337,687	3,116,343	3,097,732	14,551,762
2037	8,042,391	3,128,424	2,976,902	14,147,717
2038	7,822,098	4,048,362	2,848,913	14,719,373
2039	7,462,351	3,308,305	2,713,922	13,484,578
2040	7,189,593	3,308,555	2,572,265	13,070,413
2041	7,054,835	2,799,498	2,424,455	12,278,788
2042	6,679,915	2,975,485	2,271,221	11,926,621
2043	6,333,577	2,792,857	2,113,521	11,239,955
2044	6,145,036	3,368,094	1,952,539	11,465,669
2045	5,671,606	2,588,380	1,789,695	10,049,681
2046	5,570,853	2,807,431	1,626,655	10,004,939
2047	5,327,053	2,752,428	1,465,248	9,544,729
2048	5,059,115	2,616,947	1,307,433	8,983,495
2049	4,832,887	2,290,316	1,155,148	8,278,351
2050	4,422,973	2,246,247	1,010,188	7,679,408
2051	4,169,381	2,102,733	874,182	7,146,296
2052	3,867,661	1,807,073	748,457	6,423,191
2053	3,647,308	1,793,418	633,996	6,074,722
2054	3,409,335	1,519,739	531,393	5,460,467
2055	3,112,657	1,410,739	440,815	4,964,211
2056	2,806,846	1,304,325	362,060	4,473,231
2057	2,473,397	1,201,364	294,586	3,969,347
2058	2,249,049	1,102,563	237,590	3,589,202
2059	2,020,517	1,008,513	190,089	3,219,119
2060	1,815,586	919,622	150,986	2,886,194
2061	1,588,921	836,149	119,165	2,544,235
2062	1,407,494	758,180	93,548	2,259,222
2063	1,248,774	685,680	73,113	2,007,567
2064	1,095,584	618,528	56,944	1,771,056
2065	949,556	556,525	44,228	1,550,309
2066	828,689	499,412	34,271	1,362,372
2067	730,340	446,897	26,504	1,203,741
2068	645,883	398,669	20,457	1,065,009
2069	569,458	354,426	15,752	939,636
2070	505,000	313,885	12,093	830,978
2071	448,276	276,777	9,251	734,304
2072	397,911	242,858	7,048	647,817
2073	352,778	211,924	5,348	570,050

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**A ACTUARIAL COST METHOD**

The actuarial cost method used to determine the target normal cost, target liability and required contribution amounts for the plan is the Traditional Unit Credit Actuarial Cost Method. Under this method, both the target normal cost and target liability are based on the annual accrual of benefits as accruals occur each year.

The target liability for each active plan participant is equal to the actuarial present value of the participant's accrued benefit as of the valuation date. The total target liability of the plan is equal to the sum of such liabilities as determined for each active participant plus the actuarial present value of benefits being paid, or due to be paid, to retirees, beneficiaries and former participants with deferred vested benefits.

The target normal cost for each active participant is equal to the actuarial present value of the benefit expected to be earned during the year starting on the valuation date. The total target normal cost of the plan is the sum of the target normal costs for each active plan participant.

All employees who are plan participants on a valuation date are included in the actuarial valuation.

**B ASSET VALUATION METHOD**

The actuarial value of assets is equal to the market value of assets on the valuation date reduced by the sum of:

1. 66.67% of gains and losses of the prior year;
2. 33.33% of gains and losses of the second prior year.

Investment gains and losses are determined by the excess or deficiency of the expected return over the actual return on the market value (including employer contributions receivable for any given year. However, the expected return on assets may be limited by certain statutory interest rates.

The actuarial valuation of assets is further constrained to be not less than 90% or more than 110% of market value (including employer contributions receivable).

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**C INTEREST RATE METHODS**

Target Liability Interest Rates

Segment rates for September prior to the valuation date as adjusted in accordance with Code Section 430(h)(2)(C)(iv).

PBGC Interest Rates

Based on the standard premium funding target interest rates in accordance with ERISA Section 4006.4(b)(2). Segment Rates for 2024: 5.01%, 5.13% and 5.15% (previously, 4.84%, 5.15% and 4.85%).

The Plan is eligible to switch methods as of 2013.

Interest Crediting Rates  
(for Account-Based Benefits)

2024: 6.37% (previously, 4.30%).  
2025: 5.50% (previously, 4.50%).  
2026 and later: 4.70% (previously, 4.50%).

Lump Sum Conversion Rates  
(417(e) Rates for ASC 960-20 Liabilities)

Segment rates of 5.45%, 5.52% and 5.43% (previously, 3.79%, 4.62% and 4.69%).

Expected Return on Assets/  
ASC960-20 Interest Rate

6.50%

**D ACTUARIAL ASSUMPTIONS**

Pre- and Post-Retirement Mortality

Funding: Generational mortality table in accordance with IRS Regulation 1.430(h)(3)-1 for the valuation year.

ASC960-20: PRI-2012 Employee Tables with the Retiree and Contingent Survivor Tables for annuitants projected forward with Scale MP-2021 for all years. Contingent Survivor Tables are applied following the death of the participant.

Salary Increases

3.00% (unchanged).

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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D ACTUARIAL ASSUMPTIONS (cont'd)

IRC Maximum Benefit and  
Compensation Limitations

<i>Benefit Limit</i>	\$275,000 for 2024 (previously, \$265,000).
<i>Compensation Limit</i>	\$345,000 for 2024 (previously, \$330,000).
<u>Plan Expenses</u>	\$780,000 (previously, \$750,000).

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**D**     ACTUARIAL ASSUMPTIONS (cont'd)

***Exempt Component***

Termination (not due to retirement)

Sample rates:

<u>Age</u>	<u>Years of Service</u>	
	<u>3&lt;</u>	<u>3+</u>
20	26.40%	23.50%
25	25.44%	20.05%
30	22.88%	12.88%
35	20.64%	7.92%
40	18.56%	6.26%
45	17.60%	4.03%
50	17.60%	3.45%
54	18.56%	0.69%

Retirement

Sample rates:

<u>Age</u>	<u>Rate</u>
55 – 57	6.0%
58 – 60	7.0%
61 – 62	10.0%
63 – 64	13.0%
65	23.0%
66 – 67	20.0%
68 – 69	25.0%
70+	100.0%

Benefit Commencement Date

*Preretirement Death Benefit*

The later of the death of the active participant or the date the participant would have attained age 55 (age 65 if less than 10 years of vesting service).

*Deferred Vested Benefit*

The later of age 65 or termination of employment.

*Retirement Benefit*

Upon termination of employment.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**D     ACTUARIAL ASSUMPTIONS (cont'd)**

**Form of Payment**

60% of employees are assumed to elect lump sums (one-third paid immediately, one-third deferred one year and one-third deferred two years) at retirement if immediately eligible for payment and 55% at expected payment date if not immediately eligible for payment.

Of the other 40% / 45% who are assumed to elect an annuity option:

<u>Form</u>	<u>Male</u>	<u>Female</u>
Single Life	35%	75%
50% Joint and Survivor	55%	25%
100% Joint and Survivor	10%	0%

**Percent Married**

80% of participants.

**Spouse Age**

Wives are assumed to be three years younger than their husbands.

**Covered Pay**

Assumed plan compensation for the year beginning on the valuation date was determined as the base rate of pay on the valuation date.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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D. ACTUARIAL ASSUMPTIONS (cont'd)

***Robinson Component***

Termination (not due to retirement)                      None.

Retirement    The rates at which participants are assumed to retire by age are shown below:

<u>Age</u>	<u>Rate</u>
55 – 57	6.0%
58 – 60	7.0%
61 – 62	10.0%
63 – 64	13.0%
65	23.0%
66 – 67	20.0%
68 – 69	25.0%
70+	100.0%

Benefit Commencement Date

*Preretirement Death Benefit*                                      The later of the death of the active participant or the date the participant would have attained age 55.

*Deferred Vested benefit*    Immediately.

*Retirement Benefit*    Upon termination of employment.

Form of Payment    100% of retiring participants are assumed to elect lump sum payments of their pensions.

Covered Pay    Assumed plan compensation for the year beginning on the valuation date was determined as the base rate of pay on the valuation date.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**D ACTUARIAL ASSUMPTIONS (cont'd)**

***Cash Balance and Secure Retirement Account Components***

**Termination and Retirement**

Sample withdrawal rates:

<u>Age</u>	<u>3 ≤ Years of Service</u>	<u>≥ 4</u>
20	26.40%	23.50%
25	25.44%	20.05%
30	22.88%	12.88%
35	20.64%	7.92%
40	18.56%	6.26%
45	17.60%	4.03%
50	17.60%	3.45%
54	18.56%	0.69%

Retirement rates:

<u>Age</u>	<u>Rate</u>
55 – 57	6.0%
58 – 60	7.0%
61 – 62	10.0%
63 – 64	13.0%
65	23.0%
66 – 67	20.0%
68 – 69	25.0%
70+	100.0%

**Form of Payment and Benefit  
Commencement Dates**

95% of active employees who terminate employment are assumed to elect to receive their account balance as a lump sum payment and 5% are assumed to elect a single life annuity. Payment of lump sums to deferred vested participant and active employees who terminate from active as assumed to occur with the following timing:

<u>Deferral Period</u>	<u>Active Participants</u>	<u>Deferred Vested Participants (Balance &gt; \$5,000)</u>	<u>Deferred Vested Participants (Balance &lt; \$5,000)</u>
Immediate	33%	33%	100%
1 Year	33%	33%	0%
2 Years	33%	33%	0%
3 Years	0%	0%	0%

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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D     ACTUARIAL ASSUMPTIONS *(cont'd)*

Covered Pay

For the Cash Balance Component, assumed plan compensation for the year beginning on the valuation date was determined as the base rate of pay as the valuation date. For the Secure Retirement Account Component, the covered pay definition is the same as the Company's 401(k) program.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**D**     ACTUARIAL ASSUMPTIONS (cont'd)

***Guild Component***

Termination (not due to retirement)

Sample rates at which participants are assumed to leave the Company by age and gender as shown below:

<u>Age</u>	<u>Years of Service</u>	
	<u>3&lt;</u>	<u>3+</u>
20	26.40%	23.50%
25	25.44%	20.05%
30	22.88%	12.88%
35	20.64%	7.92%
40	18.56%	6.26%
45	17.60%	4.03%
50	17.60%	3.45%
54	18.56%	0.69%

Retirement

The retirement rates at which active participants are assumed to retire are shown below:

<u>Age</u>	<u>Rate</u>
55 – 57	6.0%
58 – 60	7.0%
61 – 62	10.0%
63 – 64	13.0%
65	23.0%
66 – 67	20.0%
68 – 69	25.0%
70+	100.0%

Benefit Commencement Date

*Preretirement Death Benefit*

The later of the death of the active participant or the date the participant would have attained age 55.

*Deferred Vested Benefit*

The later of age 65 or termination of employment.

*Retirement Benefit*

Upon termination of employment.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**D     ACTUARIAL ASSUMPTIONS (cont'd)**

**Form of Payment**

60% of employees are assumed to elect lump sums (one-third paid immediately, one-third deferred one year and one-third deferred two years) at retirement if immediately eligible for payment and 55% at expected payment date if not immediately eligible for payment.

The other 40% / 45% who are assumed to elect an annuity option:

<u>Form</u>	<u>Male</u>	<u>Female</u>
Single Life	30.0%	65.0%
50% Joint and Survivor	60.0%	25.0%
100% Joint and Survivor	5.0%	5.0%
5-year Certain and Life	5.0%	5.0%

**Percent Married**

80% of male participants and 50% of female participants.

**Spouse Age**

Wives are assumed to be three years younger than their husbands.

**Covered Pay**

Assumed plan compensation for the year beginning on the valuation date was determined as the base rate of pay on the valuation date.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**D ACTUARIAL ASSUMPTIONS (cont'd)**

***Craft Component***

**Termination (not due to retirement)**

Sample rates are as follows:

<u>Age</u>	<u>Years of Service</u>	
	<u>3&lt;</u>	<u>3+</u>
20	26.40%	23.50%
25	25.44%	20.05%
30	22.88%	12.88%
35	20.64%	7.92%
40	18.56%	6.26%
45	17.60%	4.03%
50	17.60%	3.45%
54	18.56%	0.69%

**Retirement**

Rates at which participants are assumed to retire are shown below:

<u>Age</u>	<u>Rate</u>
55 – 57	6.0%
58 – 60	7.0%
61 – 62	10.0%
63 – 64	13.0%
65	23.0%
66 – 67	20.0%
68 – 69	25.0%
70+	100.0%

**Benefit Commencement Dates**

***Preretirement Death Benefit***

The later of the death of the active participant or the date the participant would have attained age 55.

***Deferred Vested Benefit***

The later of age 65 or termination of employment.

***Retirement Benefit***

Upon termination of employment.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**D     ACTUARIAL ASSUMPTIONS (cont'd)**

**Form of Payment**

60% of employees are assumed to elect lump sums (one-third paid immediately, one-third deferred one year and one-third deferred two years) at retirement if immediately eligible for payment and 55% at expected payment date if not immediately eligible for payment.

The other 40% / 45% who are assumed to elect an annuity option:

<u>Form</u>	<u>Male</u>	<u>Female</u>
Single Life	60.0%	75.0%
50% Joint and Survivor	30.0%	25.0%
100% Joint and Survivor	10.0%	0.0%

**Percent Married**

80% of participants.

**Spouse Age**

Wives are assumed to be three years younger than their husbands.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**Basic Plan Provisions**

<u>Effective Date</u>	October 1, 2013; most recent plan change effective January 1, 2024.
<u>Plan Year</u>	January 1 – December 31
<u>Spin-off Participants</u>	Nash Holdings LLC acquired WP Company LLC and several related companies on October 1, 2013. Nash Holdings LLC created this plan to hold the spun-off assets and liabilities of The Retirement Plan for Washington Post Companies (TWPC Plan). Only active employees as of the acquisition were spun off (Spin-off Participants).
<u>Significant Events that Occurred During the Year</u>	None to our knowledge.

**Attachment to 2024 Form 5500 Schedule SB,  
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**Plan Name: Pension Plan for the Washington Post and Companies  
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**TWP / Exempt Schedule**

Freeze Date

December 31, 2014.

Eligibility

Only spin-off participants that were eligible for benefits in this Schedule at the time of the spin-off participate in this Schedule.

Benefit Service

Same as accrual of Vesting Service for years from 1973 through 2014. No accruals after the Freeze Date.

Vesting Service

One year accrual for each calendar year credited with 1,000 or more hours. Partial year accrual equal to Hours / 1,000 for calendar year of hire or termination if worked at an annualized rate of 1,000 or more hours. If a participant in the Washington Post Company Retirement Plan on 12/31/1995, Vesting Service accrued through 12/31/1995 under the rules of that plan.

Normal Retirement Benefit

$[(1.75\%) * (\text{Years of Benefit Service}) * (\text{Highest Average Annual Compensation})] - \text{Social Security Offset}$ . Payable as a Single Life Annuity.

Social Security Offset = (Applicable Percentage) \* (Years of Benefit Service) \* minimum (Social Security Final Average Annual Compensation, Social Security Covered Compensation), but no greater than  $(.00875) * (\text{Years of Benefit Service}) * (\text{Highest Average Annual Compensation})$ .

Social Security Final Average Annual Compensation is average compensation (limited to the Social Security wage base) over last 36 months of employment.

Social Security Covered Compensation is the 35 year average of the Social Security wage base ending with the year the participant attains Social Security retirement age.

Applicable Percentage = for terminations after 5/31/2003, 0.60% if born before 1938, 0.57% if year of birth is 1938 through 1954, and 0.54% if born in 1955 or later. For terminations before 6/1/2003, 0.75% if born before 1938, 0.70% if year of birth is 1938 through 1954, and 0.65% if born in 1955 or later.

Resulting benefit is payable as a Single Life Annuity.

**Attachment to 2024 Form 5500 Schedule SB,  
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**Plan Name: Pension Plan for the Washington Post and Companies  
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<u>Normal Retirement Date</u>	The first of the month following or coincident with 65th birthday.
<u>Pre-Age 65 Supplement</u>	\$250 a month benefit. Ends the month before the participant's 65th birthday. Not available for retirements after Freeze Date.
<u>Cash Pension Supplement</u>	<p>Eligibility: Eligible for Normal Retirement Benefit under TWP / Exempt Schedule and was an active participant any time after 6/30/1991.</p> <p>Annual Benefit (paid once a year): \$200 * Benefit Service; payable as a Single Life Annuity.</p> <p>Forms of payment, early retirement factors, and adjustment for forms of payment are the same as Normal Retirement Benefit.</p>
<u>Early Retirement Eligibility</u>	Age 55 and 10 or more years of Vesting Service at termination
<u>Earliest Commencement Date</u>	Age 55
<u>Early Retirement Benefit</u>	Early retirement factor if termination prior to Early Retirement Eligibility:

<u>Age</u>	<u>Factor</u>
55	.40
56	.43
57	.47
58	.51
59	.56
60	.61
61	.67
62	.74
63	.82
64	.90

**Attachment to 2024 Form 5500 Schedule SB,  
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**Plan Name: Pension Plan for the Washington Post and Companies  
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Early Retirement Benefit (cont'd)

Early retirement factor if termination after Early Retirement Eligibility:

<u>Age</u>	<u>Factor</u>
55	.40
56	.43
57	.47
57 11/12	.50667
58	.74
59	.78
60	.82
61	.86
62	.90
63	.94
64	.98

If meet Rule of 90 (age + Vesting Service > 90 at termination), the Accrued Benefit prior to the Social Security Offset is unreduced; the Social Security Offset is reduced by the above table; the Cash Pension Supplement is unreduced.

Pre-Retirement Death Benefit

The death benefit will be equal to 50% of the benefit the participant would have received (including the Cash Pension Supplement) had he retired and elected a 50% joint and survivor benefit immediately prior to death. The surviving spouse annuity will commence as early as the employee's 55th birthday.

Benefit available only to married participants and non-spouse beneficiaries are not allowed.

Vesting

100% vesting upon completion of either:

- 5 years of Vesting Service (3 Years of Vesting Service if the participant has an accrued benefit in the Cash Balance Schedule and has an hour of Service after 12/31/2007).
- Attainment of Age 65 as an active employee.

Normal Form of Payment

Unless otherwise elected, any benefit will be paid:

- (a) As a single life annuity for a single participant;  
or
- (b) As a 50% joint and survivor annuity, if the employee has an eligible spouse.

**Attachment to 2024 Form 5500 Schedule SB,  
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**Plan Name: Pension Plan for the Washington Post and Companies  
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Optional Forms of Payment

The following optional forms of payment may be elected:

- Single Life Annuity
- 25% / 50% / 75% / 100% joint and survivor annuity
- 10 year certain and continuous
- Lump Sum (does not include early retirement subsidy)
- Social Security Level Income annuity

Benefits Not Included

None to our knowledge.

**Attachment to 2024 Form 5500 Schedule SB,  
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**Plan Name: Pension Plan for the Washington Post and Companies  
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**Robinson Schedule**

<u>Freeze Date</u>	December 31, 2014.
<u>Eligibility</u>	Only spin-off participants that were eligible for benefits in this Schedule at the time of the spin-off participate in this Schedule.
<u>Benefit Service</u>	1 year accrual for each calendar year credited with 1,000 or more hours (if all hours accrued solely under this Schedule). Accruals cease as of the Freeze Date.
<u>Vesting Service</u>	One year accrual for each calendar year credited with 1,000 or more hours. If the participant has 1000 hours in his / her first 12 months, but does not have 1000 hours in either of his / her first two calendar years, one year of Vesting Service is granted for the first 12 months.
<u>Normal Retirement Date</u>	The first of the month following or coincident with 65th birthday.
<u>Normal Retirement Benefit</u>	The maximum of: <ul style="list-style-type: none"><li>• <math>(1.25\% * (\text{Years of Benefit Service}) * (\text{Average Final Compensation}))</math>.</li><li>• <math>[(1.50\% * (\text{Years of Benefit Service up to 10}) * (\text{Average Final Compensation})) + [(1.0\% * (\text{Years of Benefit Service in excess of 10, limited to 22.5}) * (\text{Average Final Compensation}))];</math> applicable only if an eligible Robinson employee on 9/1/2001.</li><li>• <math>(32.5\% * (\text{Average Final Compensation}))</math>; applicable only if hired by Robinson prior to 7/1/1980.</li><li>• Resulting benefit is payable as a 10 year certain and continuous annuity</li></ul>

**Attachment to 2024 Form 5500 Schedule SB,  
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**Plan Name: Pension Plan for the Washington Post and Companies  
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Cash Pension Supplement

Eligibility: Eligible for a monthly accrued benefit under Robinson schedule and was employed by Robinson any time after 5/31/1992.

Annual Benefit (paid once a year): \$150 \* Full Years of Benefit Service (partial years disregarded), payable as a 10 year certain and continuous annuity.

Forms of payment, early retirement factors (with additional no reduction scenario listed below), and adjustment for forms of payment are the same as Normal Retirement Benefit.

No reduction for early retirement (applicable to Cash Pension Supplement only):

- termination after 12/31/1997 and
- termination on or after 62nd birthday and
- at least 30 years of Vesting Service.

Early Retirement Eligibility

First of month following termination.

Earliest Commencement Date

First of month following termination.

Early Retirement Benefit

No reduction if:

- termination after 12/31/2004 and
- termination on or after 58<sup>th</sup> birthday and
- the sum of age plus Vesting Service at least 90.

5% reduction per year prior to Normal Retirement Date if:

- termination after 12/31/2001 and
- termination on or after 60<sup>th</sup> birthday.

Otherwise:

- Reduction based on actuarial equivalence basis using 1971 GAM Male mortality and 6% interest (assuming continuous annuity payments).

**Attachment to 2024 Form 5500 Schedule SB,  
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**Plan Name: Pension Plan for the Washington Post and Companies  
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Pre-Retirement Death Benefit

For married participants:

- The benefit is the greater of:
  - The present value of the participant's accrued benefit (including the Cash Pension Supplement), reduced to the benefit commencement date and adjusted for the spouse's age at the benefit commencement date using the actuarial equivalence basis of 6% and 1971 GAM male mortality. The present value is offset by any life insurance arrangement maintained by Robinson as well as the present value of any distributions previously made to the participant from this Schedule.
  - The survivor portion of the 50% J&S annuity (including the Cash Pension Supplement) that would be payable to the participant, reflecting reduction for early / late commencement and an adjustment for the 50% J&S form of payment.
- Non-spouse beneficiaries allowed with spousal waiver.
- Payable as early as the 1<sup>st</sup> of the month following the date of death.

For unmarried participants:

- Benefit is the present value of the participant's accrued benefit (including the Cash Pension Supplement), reduced to the benefit commencement date and adjusted for the spouse's age at the benefit commencement date using the actuarial equivalence basis of 6% and 1971 GAM male mortality. The present value is offset by the any life insurance arrangement maintained by Robinson as well as the present value of any distributions previously made to the participant from this Schedule.
- Payable as early as the 1<sup>st</sup> of the month following the date of death.

**Attachment to 2024 Form 5500 Schedule SB,  
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**Plan Name: Pension Plan for the Washington Post and Companies  
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Vesting

100% vesting upon completion of either:

- 5 years of Vesting Service (3 Years of Vesting Service if the participant has an accrued benefit in the Cash Balance Schedule and has an hour of Service after 12/31/2007).
- Attainment of Age 65 as an active employee.

Normal Form of Payment

Unless otherwise elected, any benefit will be paid:

- (a) As a 10-year certain and continuous annuity for a single participant; or
- (b) As a 50% joint and survivor annuity, if the employee has an eligible spouse.

Optional Forms of Payment

The following optional forms of payment may be elected:

- Single life annuity
- 50% / 75% / 100% joint and survivor annuity
- 10 year certain and continuous
- Lump Sum (does not include early retirement subsidy)

Benefits Not Included

None to our knowledge.

**Attachment to 2024 Form 5500 Schedule SB,  
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**Plan Name: Pension Plan for the Washington Post and Companies  
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**Guild Schedule**

**Freeze Date**

August 31, 2015.

**Eligibility**

Only spin-off participants that were eligible for benefits in this Schedule at the time of the spin-off participate in this Schedule.

**Benefit Service**

1 year accrual for each calendar year credited with 1,000 or more hours (if all hours accrued solely under this Schedule).

For each calendar year credited with 1,000 or more hours, accrual is equal to hours under this Schedule / total hours under all Schedules (if all hours did not solely accrue under this Schedule).

Partial year accrual equal to Hours / 1,000 for calendar year of hire or termination if worked at an annualized rate of 1,000 or more hours.

Accruals cease as of the Freeze Date.

Benefit Service as of 12/31/2001 determined under the provisions of the Guild Plan.

**Vesting Service**

1 year accrual for each calendar year credited with 1,000 or more hours (if all hours accrued solely under this Schedule).

Partial year accrual equal to Hours / 1,000 for calendar year of hire or termination if worked at an annualized rate of 1,000 or more hours.

Vesting Service as of 12/31/1988 determined under the provisions of the Guild Plan.

**Normal Retirement Date**

The first of the month following or coincident with 65th birthday.

**Normal Retirement Benefit**

$[(0.08\% * (\text{Years of Benefit Service as of 3/31/1974}) * (\text{Highest Average Annual Compensation})) + [(1.75\% * (\text{Years of Benefit Service after 3/31/1974}) * (\text{Highest Average Annual Compensation}))] - \text{Social Security Offset}.$

Resulting benefit is payable as a 5-year Certain and Continuous Annuity.

Accruals cease as of the Freeze Date.

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**Plan Name: Pension Plan for the Washington Post and Companies  
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Normal Retirement Benefit *(cont'd)*

Social Security Offset = (Applicable Percentage) \* (Years of Benefit Service after 3/31/1974) \* minimum (Social Security Final Average Annual Compensation, Social Security Covered Compensation), but no greater than (.00875) \* (Years of Benefit Service) \* (Highest Average Annual Compensation).

Social Security Final Average Annual Compensation is average compensation (limited to the Social Security wage base) over last 36 months of employment.

Social Security Covered Compensation is the 35 year average of the Social Security wage base ending with the year the participant attains Social Security retirement age.

Applicable Percentage is, for terminations after 11/7/2002, 0.62% if born before 1938, 0.59% if year of birth is 1938 through 1954, and 0.56% if born in 1955 or later. For terminations prior to 11/8/2002, 0.75% if born before 1938, 0.70% if year of birth is 1938 through 1954, and 0.65% if born in 1955 or later.

Pre-Age 65 Supplement

\$250 a month benefit. Ends the month before the participant's 65th birthday. Not available for retirements after Freeze Date.

Cash Pension Supplement

Eligibility: Eligible for a monthly accrued benefit under Guild schedule and was an active participant any time after 6/30/1991.

Annual Benefit (paid once a year): \$210 \* Benefit Service (limited to 30 years if the participant does not have an hour of service after 7/26/2011, payable as a 5-year Certain and Continuous Annuity.

Forms of payment, early retirement factors, and adjustment for forms of payment are the same as Normal Retirement Benefit.

Early Retirement Eligibility

Age 55 at termination.

Earliest Commencement Date

Age 55.

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Early Retirement Benefit

Early retirement factor if active on 6/11/2015 or if terminated or transferred at 6/11/2015 but subsequently become represented by the Guild for collective bargaining purposes:

<u>Age</u>	<u>Factor</u>
55	.40
56	.43
57	.47
57-11/12	.50667
58	.74
59	.78
60	.82
61	.86
62	.90
63	.94
64	.98

Early retirement factor if not active on 6/11/2015 or if terminated or transferred at 6/11/2015 and did not subsequently become represented by the Guild for collective bargaining purposes:

<u>Age</u>	<u>Factor</u>
55	.40
56	.43
57	.47
58	.51
59	.56
60	.80
61	.84
62	.88
63	.92
64	.96

Pre-Retirement Death Benefit

The death benefit will be equal to 50% of the benefit the participant would have received (including the Cash Pension Supplement) had he retired and elected a 50% joint and survivor benefit immediately prior to death. The surviving spouse annuity will commence as early as the employee's 55th birthday.

Benefit available only to married participants and non-spouse beneficiaries are not allowed.

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Vesting

100% vesting upon completion of either:

- 5 years of Vesting Service (3 Years of Vesting Service if the participant has an accrued benefit in the Cash Balance Schedule and has an hour of Service after 12/31/2009).
- Attainment of Age 65 as an active employee.

Normal Form of Payment

Unless otherwise elected, any benefit will be paid:

- (a) As a 5-year Certain and Continuous annuity for a single participant; or
- (b) As a 50% joint and survivor annuity, if the employee has an eligible spouse.

Optional Forms of Payment

The following optional forms of payment may be elected:

- Single Life Annuity
- 25% / 50% / 75% / 100% joint and survivor annuity
- 5 / 10 / 15 / 20 year certain and continuous
- Lump Sum (does not include early retirement subsidy)
- Social Security Level Income annuity

Benefits Not Included

None to our knowledge.

**Attachment to 2024 Form 5500 Schedule SB,  
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**Craft Schedule**

**Freeze Date**

Varies by group:

- For the International Brotherhood of Electrical Workers, Local 26: freeze date is 7/31/2015.
- For the Graphic Communications Conference / IBT Local 285, General Workers and Utility Employees: freeze date is 2/28/2015.
- For the Graphic Communications Conference / IBT Local 285, Paperhandlers: freeze date is 2/28/2015.
- For the Graphic Communications Conference / IBT Local 285, Photoengravers: freeze date is 3/31/2015.
- For the International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge 12, Washington Lodge 193, the freeze date is 2/28/2015.
- For the International Union of Operating Engineers Local 99, AFL-CIO: freeze date is 6/30/2016
- For the Mailers Union 29 of Washington, D.C., Mailers Including Utility Mailers: the freeze date is 3/31/2016.
- For the Mailers Union 29 of Washington, D.C., Mail Room Helpers: freeze date is 3/31/2016.
- For the Service Employees International Union, Local 82: Decertified on 3/17/2001 – all members began accruing in the TWP Schedule on 3/18/2001.

**Eligibility**

Only spin-off participants that were eligible for benefits in this Schedule at the time of the spin-off participate in this Schedule.

**Benefit Service**

1 year accrual for each calendar year credited with 1,750 or more hours with WP Company.

If the participant has less than 1,750 hours but at least 1,000 hours with Craft in a calendar year, accrual = hours / 1,750 (partial year credit also applies in year of hire or termination if the participant's hours per day is at least = 1000 / 365).

Accruals cease as of the Freeze Date.

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Vesting Service

1 year accrual for each calendar year credited with 1,000 or more hours. If the participant has 1000 hours in his / her first 12 months, but does not have 1000 hours in either of his / her first two calendar years, one year of Vesting Service is granted for the first 12 months.

Normal Retirement Benefit

Varies by group (all benefits below are payable as a single life annuity), accruals cease as of the Freeze Date:

- For the International Brotherhood of Electrical Workers, Local 26:  $(\$53.66) * (\text{Years of Benefit Service})$ ; freeze date is 7/31/2015.
- For the Graphic Communications Conference / IBT Local 285, General Workers and Utility Employees, the sum of:
  - $(\$6.80) * (\text{Years of Benefit Service prior to 4/24/2005})$ .
  - $(\$50.25) * (\text{Years of Benefit Service after 4/23/2005})$ .
    - freeze date is 2/28/2015.
- For the Graphic Communications Conference / IBT Local 285, Paperhandlers, the sum of:
  - $(\$7.72) * (\text{Years of Benefit Service prior to 4/24/2005})$ .
  - $(\$51.17) * (\text{Years of Benefit Service after 4/23/2005})$ .
    - freeze date is 2/28/2015.
- For the Graphic Communications Conference / IBT Local 285, Photoengravers, the sum of:
  - $(\$9.86) * (\text{Years of Benefit Service prior to 4/1/2004})$ .
  - $(\$40.75) * (\text{Years of Benefit Service after 3/31/2004})$ .
    - freeze date is 3/31/2015.
- For the International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge 12, Washington Lodge 193:
  - $(\$50.73) * (\text{Years of Benefit Service})$ .
    - freeze date is 2/28/2015.

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Normal Retirement Benefit (cont'd)

- For the International Union of Operating Engineers Local 99, AFL-CIO, the sum of:
  - (\$10.14 \* (Years of Benefit Service prior to 6/1/2006)
  - (\$15.00) \* (Years of Benefit Service after 5/31/2006)
    - freeze date is 6/30/2016
- For the Mailers Union 29 of Washington, D.C., Mailers Including Utility Mailers:
  - (\$20.33) \* (Years of Benefit Service)
    - the freeze date is 3/31/2016.
- For the Mailers Union 29 of Washington, D.C., Mail Room Helpers:
  - (\$20.33) \* (Years of Benefit Service)
    - freeze date is 3/31/2016.
- For the Service Employees International Union, Local 82:
  - (\$20.00) \* (Years of Benefit Service)
    - Decertified on 3/17/2001 – all members began accruing in the TWP Schedule on 3/18/2001.

Normal Retirement Date

The first of the month following 65th birthday.

Cash Supplement

Eligibility: eligible under benefit formula for Local 285 – photoengravers on 2/11/2004.

Annual payment, which ends the month prior to the participant's 65th birthday (or the month following the participant's death, if earlier).

Amount is equal to \$100 \* Vesting Service as of 3/31/2015 \* early retirement factor (same factor that applies to the Normal Retirement Benefit).

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Cash Pension Supplement

Eligibility:

- Satisfy the rule of 85 (age at least 55, age + Vesting Service greater than or equal to 85) on or before the earlier of 12/31/2016 and the date he / she attains age 65 and
- Member of either:
  - Graphic Communications Conference / IBT Local 285, Paperhandlers on 4/24/2005 or
  - Graphic Communications Conference / IBT Local 285, Paperhandlers on 4/24/2005

Annual Benefit (paid once a year): \$50 \* Benefit Service limited to 30 (only include full years of Benefit Service earned prior to 1/1/2017).

A smaller Transitional Cash Pension Supplement is also available for those that do not meet the rule of 85, but at the earlier of his / her termination date or 2/28/2015 the participant is within 7 ½ years of meeting the rule of 85

Early Retirement Eligibility

Age 55 at termination.

Earliest Commencement Date

Age 55.

Early Retirement Benefit

Early retirement factor:

<u>Age</u>	<u>Factor</u>
55	.40
56	.43
57	.47
58	.51
59	.56
60	.61
61	.67
62	.74
63	.82
64	.90

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Pre-Retirement Death Benefit

The death benefit will be equal to 50% of the benefit the participant would have received (including the Cash Pension Supplement) had he retired and elected a 50% joint and survivor benefit immediately prior to death. The surviving spouse annuity will commence as early as the employee's 55th birthday.

Above benefit available only to married participants and non-spouse beneficiaries are not allowed.

Additional Death Benefit (for Graphic CC Local 285 – Photoengravers) if die while active, applicable to married and unmarried participants:

- benefit = \$493 \* Vesting Service (limited to 10 years) as of 3/31/2015.

Vesting

100% vesting upon completion of either:

- 5 years of Vesting Service (3 Years of Vesting Service if the participant has an accrued benefit in the Cash Balance Schedule and has an hour of Service after 12/31/2009).
- Attainment of Age 55 as an active employee.

Normal Form of Payment

Unless otherwise elected, any benefit will be paid:

- (a) As a single life annuity for a single participant;  
or
- (b) As a 50% joint and survivor annuity, if the employee has an eligible spouse.

Optional Forms of Payment

The following optional forms of payment may be elected:

- Single Life Annuity
- 50% / 75% / 100% joint and survivor annuity
- 10 year certain and continuous
- Lump Sum (does not include early retirement subsidy)

Benefits Not Included

None to our knowledge.

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**Cash Balance Schedule – Cash Balance Account**

**Participation Freeze Date**

Varies by employer:

- WP Company LLC
  - Hired or rehired after 9/30/2014.
  - No new participants after 10/1/2015 (also cannot reenter after becoming ineligible for accruals, unless transfer to Guild or Craft).
- WP Company LLC (Guild)
  - Hired or rehired after 6/30/2015.
- WP Company LLC / Craft (General Workers, Utility Employees, and Paperhandlers (formerly represented by For the Graphic Communications Conference / IBT Local 285))
  - Hired or rehired after 2/28/2015.
- WP Company LLC / Craft (International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge 4, Washington Lodge 193)
  - Hired or rehired after 2/28/2015.
- WP Company LLC / Craft (Graphic Communications Conference / IBT Local 285, Photoengravers)
  - Hired or rehired after 3/31/2015.
- WP Company LLC / Craft (International Brotherhood of Electrical Workers, Local 26)
  - Hired or rehired after 7/31/2015.
- WP Company LLC / Craft (Washington Mailers Union 29, Printing Publishing, and Media Workers Sector (PPMWS))
  - Hired or rehired after 3/31/2016.
- WP Company LLC / Craft (International Union of Operating Engineers Local 99)
  - Hired or rehired after 6/30/2016.
- Robinson Terminal Warehouse
  - Hired or rehired after 9/30/2014.
  - No new participants after 10/1/2015 ((also cannot reenter after becoming ineligible for accruals, unless transfer to Guild or Craft).
- Express Publications Company, LLC
  - Hired or rehired after 9/30/2014.
  - No new participants after 10/1/2015 ((also cannot reenter after becoming ineligible for accruals, unless transfer to Guild or Craft).
- Express Publications Company, LLC
  - Hired or rehired after 9/30/2014.

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<u>Eligibility</u>	Non-union: Regular full-time or part-time employee of a participating employer.  Union: Covered by a collective bargaining agreement that provides for participation.
<u>Eligibility Date</u>	First day of the month coincident with or following the completion of one year of Eligibility Service.
<u>Eligibility Service</u>	One year of Eligibility Service is accrued at the end of an Eligibility Computation Period if an employee completes 1,000 hours of service in an Eligibility Computation Period
<u>Eligibility Computation Period</u>	First such period is the 12 month period from the date of hire. Subsequent periods are plan years after the year of hire.
<u>Benefit Service</u>	Same as Vesting Service.
<u>Vesting Service</u>	1 year accrual for each calendar year credited with 1,000 or more hours.  If the participant has less than 1,000 hours in a calendar year, service accrual is equal to hours / 1,000.
<u>Plan Compensation</u>	Includes: <ul style="list-style-type: none"><li>○ Regular base salary</li><li>○ Sales Commissions (not included for Exempt, Craft, and Guild employees)</li><li>○ Employee 401(k), 125 or 132(f) deferrals</li></ul> Excludes: <ul style="list-style-type: none"><li>○ Overtime earnings, fees, bonuses, severance payments, relocation allowances, tuition reimbursements.</li></ul>
<u>Normal Retirement Date</u>	The first of the month following or coincident with 65th birthday.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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Normal Retirement Benefit

Account Balance

Account Balance Pay Credits:

- Pay credits are at the end of each quarter, or at the end of the month of termination if the participant terminates and is commencing his / her benefit immediately.
- The initial pay credit is made at the end of the quarter containing the later of the date of participation or the day the employee became an eligible employee.
- Pay Credit Percentage (based on years of Benefit Service as of the start of the Plan Year):
  - 2.25% if Years of Benefit Service is less than 5
  - 2.75% if Years of Benefit Service is at least 5 but less than 10
  - 3.25% if Years of Benefit Service is at least 10 but less than 20
  - 3.75% if Years of Benefit Service is 20 or more

Account Balance Interest Credits:

- Applied each quarter (partial period credit if commencing at a date other than the beginning of a quarter).
- Rate (annual basis)
  - Not more than 10%
  - Greater of:
    - 1.41%
    - 1% plus average of one year treasury rate during August of the preceding year.

Conversion to Single Life Annuity

Account Balance is converted to a Single Life Annuity at the benefit commencement date using 417(e)(3) mortality table and PPA segment rates for August in the year prior to the year of commencement.

Earliest Commencement Date

First of month following termination.

Early Commencement Benefit

Account Balance, Account Balance converted to a Single Life Annuity, and all other optional forms of payment.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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Pre-Retirement Death Benefit

Spouse benefit (may be waived with spousal consent):

- Account balance or single life annuity
- Payable first of month following death and may be deferred to Normal Retirement Date

Non-spouse benefit:

- Account balance paid as a lump sum as soon as practicable after the date of death.

Vesting

100% vesting upon completion of either:

- 3 years of Vesting Service.
- Attainment of Age 65 as an active employee.

Normal Form of Payment

Unless otherwise elected, any benefit will be paid:

- (a) As a single life annuity for a single participant;  
or
- (b) As a 50% joint and survivor annuity, if the employee has an eligible spouse.

Optional Forms of Payment

The following optional forms of payment may be elected:

- Single Life Annuity
- 50% / 75% / 100% joint and survivor annuity
- 10 year certain and continuous
- Lump Sum (does not include early retirement subsidy)

Benefits Not Included

None to our knowledge.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**Cash Balance Schedule – Secure Retirement Account**

**Eligibility**

Non-union: Working at a participating employer with the criteria noted below:

- WP Company LLC
  - Regular or part-time employee of WP Company under any job classification other than “Inserter”
  - Not temporary, intern, call-in or vacation relief employee
- Robinson Terminal Warehouse
  - Regular or part-time employee of Robinson Terminal Warehouse under any job classification other than “Inserter”
  - Not temporary, intern, call-in or vacation relief employee
- Greater Washington Publishing, LLC
  - Regular or part-time employee of Greater Washington Publishing, LLC
  - Not temporary, intern, call-in or vacation relief employee
- Express Publications Company, LLC
  - Regular or part-time employee of Express Publications Company, LLC
  - Not temporary, intern, call-in or vacation relief employee
- Post Community Media, LLC
  - Regular or part-time employee of Post Community Media, LLC
  - Not temporary, intern, call-in or vacation relief employee

Union: Covered by a collective bargaining agreement that provides for participation as noted below:

- WP Company LLC / Craft (International Brotherhood of Electrical Workers, Local 26)
- WP Company LLC (Guild)

**Attachment to 2024 Form 5500 Schedule SB,  
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**Plan Name: Pension Plan for the Washington Post and Companies  
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<u>Eligibility Date</u>	<p>First day of the month coincident with or following the completion of one year of Eligibility Service.</p> <p>For a VSP participant, January 1, 2023 or date of hire if later.</p>
<u>Eligibility Service</u>	<p>One year of Eligibility Service is accrued at the end of an Eligibility Computation Period if an employee completes 1,000 hours of service in an Eligibility Computation Period</p>
<u>Eligibility Computation Period</u>	<p>First such period is the 12 month period from the date of hire. Subsequent periods are plan years after the year of hire.</p>
<u>Benefit Service</u>	<p>1 year accrual for each calendar year credited with 1,000 or more hours.</p> <p>If the participant has less than 1,000 hours in a calendar year, service accrual is equal to hours / 1,000.</p> <p>Accrual began on 1/1/2012 (10/1/2014 for Guild).</p>
<u>Vesting Service</u>	<p>1 year accrual for each calendar year credited with 1,000 or more hours.</p> <p>If the participant has less than 1,000 hours in a calendar year, service accrual is equal to hours / 1,000.</p>
<u>Plan Compensation</u>	<p>Same as the company's 401(k) program.</p>
<u>Normal Retirement Date</u>	<p>The first of the month following or coincident with 65th birthday.</p> <p>For a VSP participant, for purposes of benefits under the Cash Balance Schedule Normal Retirement Date is age 62.</p>

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
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Normal Retirement Benefit

Account Balance

Account Balance Pay Credits:

- Pay credits are at the end of each quarter, or at the end of the month of termination if the participant terminates and is commencing his / her benefit immediately.
- The initial pay credit is made at the end of the quarter containing the later of the date of participation or the day the employee became an eligible employee.
- Pay Credit Percentage (based on years of Benefit Service as of the start of the Plan Year):
  - 1.10% times Multiplier if Years of Benefit Service is less than 5
  - 1.35% times Multiplier if Years of Benefit Service is at least 5 but less than 10
  - 1.55% times Multiplier if Years of Benefit Service is at least 10 but less than 20
  - 1.75% times Multiplier if Years of Benefit Service is 20 or more
- Multiplier
  - WP Company LLC
    - 2 (if hired, rehired, or transferred (other than transfers from any WP Company LLC) after 8/31/2009)
    - 4.2 (all others)
  - WP Company LLC (Guild)
    - 2 (if hired, rehired, or transferred (other than transfers from any WP Company LLC) after 8/31/2009)
    - 4 (all others)
  - International Brotherhood of Electrical Workers, Local 26
    - 2
  - Robinson Terminal Warehouse
    - 3
  - Greater Washington Publishing, LLC
    - 2
  - Express Publications Company, LLC
    - 2
  - Post Community Media, LLC
    - 1

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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Normal Retirement Benefit (cont'd)

Account Balance Interest Credits:

- Applied each quarter (partial period credit if commencing at a date other than the beginning of a quarter).
- Rate (annual basis)
  - Not more than 10%
  - Greater of:
    - 1.41%
    - 1% plus average of one year treasury rate during August of the preceding year.

VSP Participant's Secure Retirement Account:

- Secure Retirement Account as of December 31, 2023 plus VSP Pay Credit.
- Account Balance Interest Credits not to exceed 4%.
- Not less than December 31, 2023 Cash Balance and Secure Retirement Account (without VSP Pay Credit) with Interest Credits.

Conversion to Single Life Annuity

Account Balance is converted to a Single Life Annuity at the benefit commencement date using 417(e)(3) mortality table and PPA segment rates for August in the year prior to the year of commencement.

Earliest Commencement Date

First of month following termination.

Early Commencement Benefit

Account Balance, Account Balance converted to a Single Life Annuity, and all other optional forms of payment.

Pre-Retirement Death Benefit

Spouse benefit (may be waived with spousal consent):

- Account balance or single life annuity
- Payable first of month following death and may be deferred to Normal Retirement Date

Non-spouse benefit:

- Account balance paid as a lump sum as soon as practicable after the date of death.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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Vesting

100% vesting upon completion of either:

- 3 years of Vesting Service.
- Attainment of Age 65 as an active employee.
- Participation in Voluntary Separation Program (“VSP”)

Normal Form of Payment

Unless otherwise elected, any benefit will be paid:

- (a) As a single life annuity for a single participant;  
or
- (b) As a 50% joint and survivor annuity, if the employee has an eligible spouse.

Optional Forms of Payment The following optional forms of payment may be elected:

- Single Life Annuity
- 50% / 75% / 100% joint and survivor annuity
- 10 year certain and continuous
- Lump Sum (does not include early retirement subsidy)

Benefits Not Included

None to our knowledge:

Summary of Significant Events

Effective December 31, 2023, the Washington Post enacted the Voluntary Separation Program (“VSP”). 276 eligible participants had additional credits (“VSP Pay Credit”) made to their Secure Retirement Account subsequent to their termination on December 31, 2023.

Effective January 1, 2024 the small cash out limit was increased to \$7,000.

**Attachment to 2024 Form 5500 Schedule SB,  
Line 22 – Description of Weighted Average Retirement Age**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

Retirement Age (1)	Assumed Rate			Assumed Proportion of Population			Participants at Beginning (4)	Participants Retiring [ $((2a) \times (3a)) + ((2b) \times (3b)) + ((2c) \times (3c))$ ] x (4) (5)	(1) x (5) (6)
	Exempt (2a)	Cash Balance (2b)	Guild and Craft (2c)	Exempt (3a)	Cash Balance (3b)	Guild and Craft (3c)			
55	6.00%	6.00%	6.00%	17.00%	53.00%	30.00%	1,974.00	118.44	6,514.20
56	6.00%	6.00%	6.00%	17.00%	53.00%	30.00%	1,855.56	111.33	6,234.68
57	6.00%	6.00%	6.00%	17.00%	53.00%	30.00%	1,744.23	104.65	5,965.25
58	7.00%	7.00%	7.00%	17.00%	53.00%	30.00%	1,639.57	114.77	6,656.67
59	7.00%	7.00%	7.00%	17.00%	53.00%	30.00%	1,524.80	106.74	6,297.44
60	7.00%	7.00%	7.00%	17.00%	53.00%	30.00%	1,418.07	99.26	5,955.88
61	10.00%	10.00%	10.00%	17.00%	53.00%	30.00%	1,318.80	131.88	8,044.69
62	10.00%	10.00%	10.00%	17.00%	53.00%	30.00%	1,186.92	118.69	7,358.91
63	13.00%	13.00%	13.00%	17.00%	53.00%	30.00%	1,068.23	138.87	8,748.80
64	13.00%	13.00%	13.00%	17.00%	53.00%	30.00%	929.36	120.82	7,732.27
65	23.00%	23.00%	23.00%	17.00%	53.00%	30.00%	808.54	185.96	12,087.72
66	20.00%	20.00%	20.00%	17.00%	53.00%	30.00%	622.58	124.52	8,218.03
67	20.00%	20.00%	20.00%	17.00%	53.00%	30.00%	498.06	99.61	6,674.04
68	25.00%	25.00%	25.00%	17.00%	53.00%	30.00%	398.45	99.61	6,773.65
69	25.00%	25.00%	25.00%	17.00%	53.00%	30.00%	298.84	74.71	5,154.95
70	100.00%	100.00%	100.00%	17.00%	53.00%	30.00%	224.13	224.13	15,688.97
								1,974.00	124,106.14

Average age at retirement 62.87039  
**Rounded Average Retirement Age for Line 22 63**

**Attachment to 2024 Form 5500 Schedule SB,  
Line 26b – Schedule of Projection of Expected Benefit Payments**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

Funding Projected Benefit Payments				
Plan Year	Active Participants	Terminated Vested Participants	Retired Participants & Beneficiaries Receiving Payments	Total
2024	4,400,835	39,433,811	4,204,497	48,039,143
2025	7,325,002	32,960,902	4,120,583	44,406,487
2026	10,709,663	34,334,094	4,010,693	49,054,450
2027	9,414,748	4,587,947	3,925,993	17,928,688
2028	9,700,788	4,601,198	3,832,688	18,134,674
2029	9,478,597	4,946,778	3,760,688	18,186,063
2030	9,378,933	4,213,615	3,685,663	17,278,211
2031	9,386,068	3,693,802	3,604,119	16,683,989
2032	9,237,074	4,399,249	3,516,835	17,153,158
2033	9,179,283	3,398,761	3,422,945	16,000,989
2034	8,748,614	4,103,310	3,318,085	16,170,009
2035	8,607,812	3,391,929	3,211,414	15,211,155
2036	8,337,687	3,116,343	3,097,732	14,551,762
2037	8,042,391	3,128,424	2,976,902	14,147,717
2038	7,822,098	4,048,362	2,848,913	14,719,373
2039	7,462,351	3,308,305	2,713,922	13,484,578
2040	7,189,593	3,308,555	2,572,265	13,070,413
2041	7,054,835	2,799,498	2,424,455	12,278,788
2042	6,679,915	2,975,485	2,271,221	11,926,621
2043	6,333,577	2,792,857	2,113,521	11,239,955
2044	6,145,036	3,368,094	1,952,539	11,465,669
2045	5,671,606	2,588,380	1,789,695	10,049,681
2046	5,570,853	2,807,431	1,626,655	10,004,939
2047	5,327,053	2,752,428	1,465,248	9,544,729
2048	5,059,115	2,616,947	1,307,433	8,983,495
2049	4,832,887	2,290,316	1,155,148	8,278,351
2050	4,422,973	2,246,247	1,010,188	7,679,408
2051	4,169,381	2,102,733	874,182	7,146,296
2052	3,867,661	1,807,073	748,457	6,423,191
2053	3,647,308	1,793,418	633,996	6,074,722
2054	3,409,335	1,519,739	531,393	5,460,467
2055	3,112,657	1,410,739	440,815	4,964,211
2056	2,806,846	1,304,325	362,060	4,473,231
2057	2,473,397	1,201,364	294,586	3,969,347
2058	2,249,049	1,102,563	237,590	3,589,202
2059	2,020,517	1,008,513	190,089	3,219,119
2060	1,815,586	919,622	150,986	2,886,194
2061	1,588,921	836,149	119,165	2,544,235
2062	1,407,494	758,180	93,548	2,259,222
2063	1,248,774	685,680	73,113	2,007,567
2064	1,095,584	618,528	56,944	1,771,056
2065	949,556	556,525	44,228	1,550,309
2066	828,689	499,412	34,271	1,362,372
2067	730,340	446,897	26,504	1,203,741
2068	645,883	398,669	20,457	1,065,009
2069	569,458	354,426	15,752	939,636
2070	505,000	313,885	12,093	830,978
2071	448,276	276,777	9,251	734,304
2072	397,911	242,858	7,048	647,817
2073	352,778	211,924	5,348	570,050

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**Basic Plan Provisions**

<u>Effective Date</u>	October 1, 2013; most recent plan change effective January 1, 2024.
<u>Plan Year</u>	January 1 – December 31
<u>Spin-off Participants</u>	Nash Holdings LLC acquired WP Company LLC and several related companies on October 1, 2013. Nash Holdings LLC created this plan to hold the spun-off assets and liabilities of The Retirement Plan for Washington Post Companies (TWPC Plan). Only active employees as of the acquisition were spun off (Spin-off Participants).
<u>Significant Events that Occurred During the Year</u>	None to our knowledge.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**TWP / Exempt Schedule**

<u>Freeze Date</u>	December 31, 2014.
<u>Eligibility</u>	Only spin-off participants that were eligible for benefits in this Schedule at the time of the spin-off participate in this Schedule.
<u>Benefit Service</u>	Same as accrual of Vesting Service for years from 1973 through 2014. No accruals after the Freeze Date.
<u>Vesting Service</u>	One year accrual for each calendar year credited with 1,000 or more hours. Partial year accrual equal to Hours / 1,000 for calendar year of hire or termination if worked at an annualized rate of 1,000 or more hours. If a participant in the Washington Post Company Retirement Plan on 12/31/1995, Vesting Service accrued through 12/31/1995 under the rules of that plan.
<u>Normal Retirement Benefit</u>	<p>[(1.75%) * (Years of Benefit Service) * (Highest Average Annual Compensation)] – Social Security Offset. Payable as a Single Life Annuity.</p> <p>Social Security Offset = (Applicable Percentage) * (Years of Benefit Service) * minimum (Social Security Final Average Annual Compensation, Social Security Covered Compensation), but no greater than (.00875) * (Years of Benefit Service) * (Highest Average Annual Compensation).</p> <p>Social Security Final Average Annual Compensation is average compensation (limited to the Social Security wage base) over last 36 months of employment.</p> <p>Social Security Covered Compensation is the 35 year average of the Social Security wage base ending with the year the participant attains Social Security retirement age.</p> <p>Applicable Percentage = for terminations after 5/31/2003, 0.60% if born before 1938, 0.57% if year of birth is 1938 through 1954, and 0.54% if born in 1955 or later. For terminations before 6/1/2003, 0.75% if born before 1938, 0.70% if year of birth is 1938 through 1954, and 0.65% if born in 1955 or later.</p> <p>Resulting benefit is payable as a Single Life Annuity.</p>

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
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<u>Normal Retirement Date</u>	The first of the month following or coincident with 65th birthday.
<u>Pre-Age 65 Supplement</u>	\$250 a month benefit. Ends the month before the participant's 65th birthday. Not available for retirements after Freeze Date.
<u>Cash Pension Supplement</u>	<p>Eligibility: Eligible for Normal Retirement Benefit under TWP / Exempt Schedule and was an active participant any time after 6/30/1991.</p> <p>Annual Benefit (paid once a year): \$200 * Benefit Service; payable as a Single Life Annuity.</p> <p>Forms of payment, early retirement factors, and adjustment for forms of payment are the same as Normal Retirement Benefit.</p>
<u>Early Retirement Eligibility</u>	Age 55 and 10 or more years of Vesting Service at termination
<u>Earliest Commencement Date</u>	Age 55
<u>Early Retirement Benefit</u>	Early retirement factor if termination prior to Early Retirement Eligibility:

<u>Age</u>	<u>Factor</u>
55	.40
56	.43
57	.47
58	.51
59	.56
60	.61
61	.67
62	.74
63	.82
64	.90

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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Early Retirement Benefit (cont'd)

Early retirement factor if termination after Early Retirement Eligibility:

<u>Age</u>	<u>Factor</u>
55	.40
56	.43
57	.47
57 11/12	.50667
58	.74
59	.78
60	.82
61	.86
62	.90
63	.94
64	.98

If meet Rule of 90 (age + Vesting Service > 90 at termination), the Accrued Benefit prior to the Social Security Offset is unreduced; the Social Security Offset is reduced by the above table; the Cash Pension Supplement is unreduced.

Pre-Retirement Death Benefit

The death benefit will be equal to 50% of the benefit the participant would have received (including the Cash Pension Supplement) had he retired and elected a 50% joint and survivor benefit immediately prior to death. The surviving spouse annuity will commence as early as the employee's 55th birthday.

Benefit available only to married participants and non-spouse beneficiaries are not allowed.

Vesting

100% vesting upon completion of either:

- 5 years of Vesting Service (3 Years of Vesting Service if the participant has an accrued benefit in the Cash Balance Schedule and has an hour of Service after 12/31/2007).
- Attainment of Age 65 as an active employee.

Normal Form of Payment

Unless otherwise elected, any benefit will be paid:

- (a) As a single life annuity for a single participant;  
or
- (b) As a 50% joint and survivor annuity, if the employee has an eligible spouse.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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Optional Forms of Payment

The following optional forms of payment may be elected:

- Single Life Annuity
- 25% / 50% / 75% / 100% joint and survivor annuity
- 10 year certain and continuous
- Lump Sum (does not include early retirement subsidy)
- Social Security Level Income annuity

Benefits Not Included

None to our knowledge.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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**Robinson Schedule**

**Freeze Date**

December 31, 2014.

**Eligibility**

Only spin-off participants that were eligible for benefits in this Schedule at the time of the spin-off participate in this Schedule.

**Benefit Service**

1 year accrual for each calendar year credited with 1,000 or more hours (if all hours accrued solely under this Schedule). Accruals cease as of the Freeze Date.

**Vesting Service**

One year accrual for each calendar year credited with 1,000 or more hours. If the participant has 1000 hours in his / her first 12 months, but does not have 1000 hours in either of his / her first two calendar years, one year of Vesting Service is granted for the first 12 months.

**Normal Retirement Date**

The first of the month following or coincident with 65th birthday.

**Normal Retirement Benefit**

The maximum of:

- $(1.25\% * (\text{Years of Benefit Service}) * (\text{Average Final Compensation}))$ .
- $[(1.50\% * (\text{Years of Benefit Service up to 10}) * (\text{Average Final Compensation})) + [(1.0\% * (\text{Years of Benefit Service in excess of 10, limited to 22.5}) * (\text{Average Final Compensation}))];$  applicable only if an eligible Robinson employee on 9/1/2001.
- $(32.5\% * (\text{Average Final Compensation}))$ ; applicable only if hired by Robinson prior to 7/1/1980.
- Resulting benefit is payable as a 10 year certain and continuous annuity

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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Cash Pension Supplement

Eligibility: Eligible for a monthly accrued benefit under Robinson schedule and was employed by Robinson any time after 5/31/1992.

Annual Benefit (paid once a year): \$150 \* Full Years of Benefit Service (partial years disregarded), payable as a 10 year certain and continuous annuity.

Forms of payment, early retirement factors (with additional no reduction scenario listed below), and adjustment for forms of payment are the same as Normal Retirement Benefit.

No reduction for early retirement (applicable to Cash Pension Supplement only):

- termination after 12/31/1997 and
- termination on or after 62nd birthday and
- at least 30 years of Vesting Service.

Early Retirement Eligibility

First of month following termination.

Earliest Commencement Date

First of month following termination.

Early Retirement Benefit

No reduction if:

- termination after 12/31/2004 and
- termination on or after 58<sup>th</sup> birthday and
- the sum of age plus Vesting Service at least 90.

5% reduction per year prior to Normal Retirement Date if:

- termination after 12/31/2001 and
- termination on or after 60<sup>th</sup> birthday.

Otherwise:

- Reduction based on actuarial equivalence basis using 1971 GAM Male mortality and 6% interest (assuming continuous annuity payments).

**Attachment to 2024 Form 5500 Schedule SB,  
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**Plan Name: Pension Plan for the Washington Post and Companies  
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Pre-Retirement Death Benefit

For married participants:

- The benefit is the greater of:
  - The present value of the participant's accrued benefit (including the Cash Pension Supplement), reduced to the benefit commencement date and adjusted for the spouse's age at the benefit commencement date using the actuarial equivalence basis of 6% and 1971 GAM male mortality. The present value is offset by any life insurance arrangement maintained by Robinson as well as the present value of any distributions previously made to the participant from this Schedule.
  - The survivor portion of the 50% J&S annuity (including the Cash Pension Supplement) that would be payable to the participant, reflecting reduction for early / late commencement and an adjustment for the 50% J&S form of payment.
- Non-spouse beneficiaries allowed with spousal waiver.
- Payable as early as the 1<sup>st</sup> of the month following the date of death.

For unmarried participants:

- Benefit is the present value of the participant's accrued benefit (including the Cash Pension Supplement), reduced to the benefit commencement date and adjusted for the spouse's age at the benefit commencement date using the actuarial equivalence basis of 6% and 1971 GAM male mortality. The present value is offset by the any life insurance arrangement maintained by Robinson as well as the present value of any distributions previously made to the participant from this Schedule.
- Payable as early as the 1<sup>st</sup> of the month following the date of death.

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**Plan Name: Pension Plan for the Washington Post and Companies  
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Vesting

100% vesting upon completion of either:

- 5 years of Vesting Service (3 Years of Vesting Service if the participant has an accrued benefit in the Cash Balance Schedule and has an hour of Service after 12/31/2007).
- Attainment of Age 65 as an active employee.

Normal Form of Payment

Unless otherwise elected, any benefit will be paid:

- (a) As a 10-year certain and continuous annuity for a single participant; or
- (b) As a 50% joint and survivor annuity, if the employee has an eligible spouse.

Optional Forms of Payment

The following optional forms of payment may be elected:

- Single life annuity
- 50% / 75% / 100% joint and survivor annuity
- 10 year certain and continuous
- Lump Sum (does not include early retirement subsidy)

Benefits Not Included

None to our knowledge.

**Attachment to 2024 Form 5500 Schedule SB,  
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**Guild Schedule**

<u>Freeze Date</u>	August 31, 2015.
<u>Eligibility</u>	Only spin-off participants that were eligible for benefits in this Schedule at the time of the spin-off participate in this Schedule.
<u>Benefit Service</u>	<p>1 year accrual for each calendar year credited with 1,000 or more hours (if all hours accrued solely under this Schedule).</p> <p>For each calendar year credited with 1,000 or more hours, accrual is equal to hours under this Schedule / total hours under all Schedules (if all hours did not solely accrue under this Schedule).</p> <p>Partial year accrual equal to Hours / 1,000 for calendar year of hire or termination if worked at an annualized rate of 1,000 or more hours.</p> <p>Accruals cease as of the Freeze Date.</p> <p>Benefit Service as of 12/31/2001 determined under the provisions of the Guild Plan.</p>
<u>Vesting Service</u>	<p>1 year accrual for each calendar year credited with 1,000 or more hours (if all hours accrued solely under this Schedule).</p> <p>Partial year accrual equal to Hours / 1,000 for calendar year of hire or termination if worked at an annualized rate of 1,000 or more hours.</p> <p>Vesting Service as of 12/31/1988 determined under the provisions of the Guild Plan.</p>
<u>Normal Retirement Date</u>	The first of the month following or coincident with 65th birthday.
<u>Normal Retirement Benefit</u>	<p><math>[(0.08\%) * (\text{Years of Benefit Service as of 3/31/1974}) * (\text{Highest Average Annual Compensation})] + [(1.75\%) * (\text{Years of Benefit Service after 3/31/1974}) * (\text{Highest Average Annual Compensation})] - \text{Social Security Offset}.</math></p> <p>Resulting benefit is payable as a 5-year Certain and Continuous Annuity.</p> <p>Accruals cease as of the Freeze Date.</p>

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Normal Retirement Benefit *(cont'd)*

Social Security Offset = (Applicable Percentage) \* (Years of Benefit Service after 3/31/1974) \* minimum (Social Security Final Average Annual Compensation, Social Security Covered Compensation), but no greater than (.00875) \* (Years of Benefit Service) \* (Highest Average Annual Compensation).

Social Security Final Average Annual Compensation is average compensation (limited to the Social Security wage base) over last 36 months of employment.

Social Security Covered Compensation is the 35 year average of the Social Security wage base ending with the year the participant attains Social Security retirement age.

Applicable Percentage is, for terminations after 11/7/2002, 0.62% if born before 1938, 0.59% if year of birth is 1938 through 1954, and 0.56% if born in 1955 or later. For terminations prior to 11/8/2002, 0.75% if born before 1938, 0.70% if year of birth is 1938 through 1954, and 0.65% if born in 1955 or later.

Pre-Age 65 Supplement

\$250 a month benefit. Ends the month before the participant's 65th birthday. Not available for retirements after Freeze Date.

Cash Pension Supplement

Eligibility: Eligible for a monthly accrued benefit under Guild schedule and was an active participant any time after 6/30/1991.

Annual Benefit (paid once a year): \$210 \* Benefit Service (limited to 30 years if the participant does not have an hour of service after 7/26/2011, payable as a 5-year Certain and Continuous Annuity.

Forms of payment, early retirement factors, and adjustment for forms of payment are the same as Normal Retirement Benefit.

Early Retirement Eligibility

Age 55 at termination.

Earliest Commencement Date

Age 55.

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Early Retirement Benefit

Early retirement factor if active on 6/11/2015 or if terminated or transferred at 6/11/2015 but subsequently become represented by the Guild for collective bargaining purposes:

<u>Age</u>	<u>Factor</u>
55	.40
56	.43
57	.47
57-11/12	.50667
58	.74
59	.78
60	.82
61	.86
62	.90
63	.94
64	.98

Early retirement factor if not active on 6/11/2015 or if terminated or transferred at 6/11/2015 and did not subsequently become represented by the Guild for collective bargaining purposes:

<u>Age</u>	<u>Factor</u>
55	.40
56	.43
57	.47
58	.51
59	.56
60	.80
61	.84
62	.88
63	.92
64	.96

Pre-Retirement Death Benefit

The death benefit will be equal to 50% of the benefit the participant would have received (including the Cash Pension Supplement) had he retired and elected a 50% joint and survivor benefit immediately prior to death. The surviving spouse annuity will commence as early as the employee's 55th birthday.

Benefit available only to married participants and non-spouse beneficiaries are not allowed.

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**Plan Name: Pension Plan for the Washington Post and Companies  
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Vesting

100% vesting upon completion of either:

- 5 years of Vesting Service (3 Years of Vesting Service if the participant has an accrued benefit in the Cash Balance Schedule and has an hour of Service after 12/31/2009).
- Attainment of Age 65 as an active employee.

Normal Form of Payment

Unless otherwise elected, any benefit will be paid:

- (a) As a 5-year Certain and Continuous annuity for a single participant; or
- (b) As a 50% joint and survivor annuity, if the employee has an eligible spouse.

Optional Forms of Payment

The following optional forms of payment may be elected:

- Single Life Annuity
- 25% / 50% / 75% / 100% joint and survivor annuity
- 5 / 10 / 15 / 20 year certain and continuous
- Lump Sum (does not include early retirement subsidy)
- Social Security Level Income annuity

Benefits Not Included

None to our knowledge.

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**Craft Schedule**

**Freeze Date**

Varies by group:

- For the International Brotherhood of Electrical Workers, Local 26: freeze date is 7/31/2015.
- For the Graphic Communications Conference / IBT Local 285, General Workers and Utility Employees: freeze date is 2/28/2015.
- For the Graphic Communications Conference / IBT Local 285, Paperhandlers: freeze date is 2/28/2015.
- For the Graphic Communications Conference / IBT Local 285, Photoengravers: freeze date is 3/31/2015.
- For the International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge 12, Washington Lodge 193, the freeze date is 2/28/2015.
- For the International Union of Operating Engineers Local 99, AFL-CIO: freeze date is 6/30/2016
- For the Mailers Union 29 of Washington, D.C., Mailers Including Utility Mailers: the freeze date is 3/31/2016.
- For the Mailers Union 29 of Washington, D.C., Mail Room Helpers: freeze date is 3/31/2016.
- For the Service Employees International Union, Local 82: Decertified on 3/17/2001 – all members began accruing in the TWP Schedule on 3/18/2001.

**Eligibility**

Only spin-off participants that were eligible for benefits in this Schedule at the time of the spin-off participate in this Schedule.

**Benefit Service**

1 year accrual for each calendar year credited with 1,750 or more hours with WP Company.

If the participant has less than 1,750 hours but at least 1,000 hours with Craft in a calendar year, accrual =  $\text{hours} / 1,750$  (partial year credit also applies in year of hire or termination if the participant's hours per day is at least =  $1000 / 365$ ).

Accruals cease as of the Freeze Date.

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Vesting Service

1 year accrual for each calendar year credited with 1,000 or more hours. If the participant has 1000 hours in his / her first 12 months, but does not have 1000 hours in either of his / her first two calendar years, one year of Vesting Service is granted for the first 12 months.

Normal Retirement Benefit

Varies by group (all benefits below are payable as a single life annuity), accruals cease as of the Freeze Date:

- For the International Brotherhood of Electrical Workers, Local 26:  $(\$53.66) * (\text{Years of Benefit Service})$ ; freeze date is 7/31/2015.
- For the Graphic Communications Conference / IBT Local 285, General Workers and Utility Employees, the sum of:
  - $(\$6.80) * (\text{Years of Benefit Service prior to 4/24/2005})$ .
  - $(\$50.25) * (\text{Years of Benefit Service after 4/23/2005})$ .
    - freeze date is 2/28/2015.
- For the Graphic Communications Conference / IBT Local 285, Paperhandlers, the sum of:
  - $(\$7.72) * (\text{Years of Benefit Service prior to 4/24/2005})$ .
  - $(\$51.17) * (\text{Years of Benefit Service after 4/23/2005})$ .
    - freeze date is 2/28/2015.
- For the Graphic Communications Conference / IBT Local 285, Photoengravers, the sum of:
  - $(\$9.86) * (\text{Years of Benefit Service prior to 4/1/2004})$ .
  - $(\$40.75) * (\text{Years of Benefit Service after 3/31/2004})$ .
    - freeze date is 3/31/2015.
- For the International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge 12, Washington Lodge 193:
  - $(\$50.73) * (\text{Years of Benefit Service})$ .
    - freeze date is 2/28/2015.

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Normal Retirement Benefit (cont'd)

- For the International Union of Operating Engineers Local 99, AFL-CIO, the sum of:
  - (\$10.14 \* (Years of Benefit Service prior to 6/1/2006)
  - (\$15.00) \* (Years of Benefit Service after 5/31/2006)
    - freeze date is 6/30/2016
- For the Mailers Union 29 of Washington, D.C., Mailers Including Utility Mailers:
  - (\$20.33) \* (Years of Benefit Service)
    - the freeze date is 3/31/2016.
- For the Mailers Union 29 of Washington, D.C., Mail Room Helpers:
  - (\$20.33) \* (Years of Benefit Service)
    - freeze date is 3/31/2016.
- For the Service Employees International Union, Local 82:
  - (\$20.00) \* (Years of Benefit Service)
    - Decertified on 3/17/2001 – all members began accruing in the TWP Schedule on 3/18/2001.

Normal Retirement Date

The first of the month following 65th birthday.

Cash Supplement

Eligibility: eligible under benefit formula for Local 285 – photoengravers on 2/11/2004.

Annual payment, which ends the month prior to the participant's 65th birthday (or the month following the participant's death, if earlier).

Amount is equal to \$100 \* Vesting Service as of 3/31/2015 \* early retirement factor (same factor that applies to the Normal Retirement Benefit).

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Cash Pension Supplement

Eligibility:

- Satisfy the rule of 85 (age at least 55, age + Vesting Service greater than or equal to 85) on or before the earlier of 12/31/2016 and the date he / she attains age 65 and
- Member of either:
  - Graphic Communications Conference / IBT Local 285, Paperhandlers on 4/24/2005 or
  - Graphic Communications Conference / IBT Local 285, Paperhandlers on 4/24/2005

Annual Benefit (paid once a year): \$50 \* Benefit Service limited to 30 (only include full years of Benefit Service earned prior to 1/1/2017).

A smaller Transitional Cash Pension Supplement is also available for those that do not meet the rule of 85, but at the earlier of his / her termination date or 2/28/2015 the participant is within 7 ½ years of meeting the rule of 85

Early Retirement Eligibility

Age 55 at termination.

Earliest Commencement Date

Age 55.

Early Retirement Benefit

Early retirement factor:

<u>Age</u>	<u>Factor</u>
55	.40
56	.43
57	.47
58	.51
59	.56
60	.61
61	.67
62	.74
63	.82
64	.90

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Pre-Retirement Death Benefit

The death benefit will be equal to 50% of the benefit the participant would have received (including the Cash Pension Supplement) had he retired and elected a 50% joint and survivor benefit immediately prior to death. The surviving spouse annuity will commence as early as the employee's 55th birthday.

Above benefit available only to married participants and non-spouse beneficiaries are not allowed.

Additional Death Benefit (for Graphic CC Local 285 – Photoengravers) if die while active, applicable to married and unmarried participants:

- benefit = \$493 \* Vesting Service (limited to 10 years) as of 3/31/2015.

Vesting

100% vesting upon completion of either:

- 5 years of Vesting Service (3 Years of Vesting Service if the participant has an accrued benefit in the Cash Balance Schedule and has an hour of Service after 12/31/2009).
- Attainment of Age 55 as an active employee.

Normal Form of Payment

Unless otherwise elected, any benefit will be paid:

- (a) As a single life annuity for a single participant;  
or
- (b) As a 50% joint and survivor annuity, if the employee has an eligible spouse.

Optional Forms of Payment

The following optional forms of payment may be elected:

- Single Life Annuity
- 50% / 75% / 100% joint and survivor annuity
- 10 year certain and continuous
- Lump Sum (does not include early retirement subsidy)

Benefits Not Included

None to our knowledge.

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**Cash Balance Schedule – Cash Balance Account**

**Participation Freeze Date**

Varies by employer:

- WP Company LLC
  - Hired or rehired after 9/30/2014.
  - No new participants after 10/1/2015 (also cannot reenter after becoming ineligible for accruals, unless transfer to Guild or Craft).
- WP Company LLC (Guild)
  - Hired or rehired after 6/30/2015.
- WP Company LLC / Craft (General Workers, Utility Employees, and Paperhandlers (formerly represented by For the Graphic Communications Conference / IBT Local 285))
  - Hired or rehired after 2/28/2015.
- WP Company LLC / Craft (International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge 4, Washington Lodge 193)
  - Hired or rehired after 2/28/2015.
- WP Company LLC / Craft (Graphic Communications Conference / IBT Local 285, Photoengravers)
  - Hired or rehired after 3/31/2015.
- WP Company LLC / Craft (International Brotherhood of Electrical Workers, Local 26)
  - Hired or rehired after 7/31/2015.
- WP Company LLC / Craft (Washington Mailers Union 29, Printing Publishing, and Media Workers Sector (PPMWS))
  - Hired or rehired after 3/31/2016.
- WP Company LLC / Craft (International Union of Operating Engineers Local 99)
  - Hired or rehired after 6/30/2016.
- Robinson Terminal Warehouse
  - Hired or rehired after 9/30/2014.
  - No new participants after 10/1/2015 ((also cannot reenter after becoming ineligible for accruals, unless transfer to Guild or Craft).
- Express Publications Company, LLC
  - Hired or rehired after 9/30/2014.
  - No new participants after 10/1/2015 ((also cannot reenter after becoming ineligible for accruals, unless transfer to Guild or Craft).
- Express Publications Company, LLC
  - Hired or rehired after 9/30/2014.

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<u>Eligibility</u>	<p>Non-union: Regular full-time or part-time employee of a participating employer.</p> <p>Union: Covered by a collective bargaining agreement that provides for participation.</p>
<u>Eligibility Date</u>	First day of the month coincident with or following the completion of one year of Eligibility Service.
<u>Eligibility Service</u>	One year of Eligibility Service is accrued at the end of an Eligibility Computation Period if an employee completes 1,000 hours of service in an Eligibility Computation Period
<u>Eligibility Computation Period</u>	First such period is the 12 month period from the date of hire. Subsequent periods are plan years after the year of hire.
<u>Benefit Service</u>	Same as Vesting Service.
<u>Vesting Service</u>	<p>1 year accrual for each calendar year credited with 1,000 or more hours.</p> <p>If the participant has less than 1,000 hours in a calendar year, service accrual is equal to hours / 1,000.</p>
<u>Plan Compensation</u>	<p>Includes:</p> <ul style="list-style-type: none"><li>○ Regular base salary</li><li>○ Sales Commissions (not included for Exempt, Craft, and Guild employees)</li><li>○ Employee 401(k), 125 or 132(f) deferrals</li></ul> <p>Excludes:</p> <ul style="list-style-type: none"><li>○ Overtime earnings, fees, bonuses, severance payments, relocation allowances, tuition reimbursements.</li></ul>
<u>Normal Retirement Date</u>	The first of the month following or coincident with 65th birthday.

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Normal Retirement Benefit

Account Balance

Account Balance Pay Credits:

- Pay credits are at the end of each quarter, or at the end of the month of termination if the participant terminates and is commencing his / her benefit immediately.
- The initial pay credit is made at the end of the quarter containing the later of the date of participation or the day the employee became an eligible employee.
- Pay Credit Percentage (based on years of Benefit Service as of the start of the Plan Year):
  - 2.25% if Years of Benefit Service is less than 5
  - 2.75% if Years of Benefit Service is at least 5 but less than 10
  - 3.25% if Years of Benefit Service is at least 10 but less than 20
  - 3.75% if Years of Benefit Service is 20 or more

Account Balance Interest Credits:

- Applied each quarter (partial period credit if commencing at a date other than the beginning of a quarter).
- Rate (annual basis)
  - Not more than 10%
  - Greater of:
    - 1.41%
    - 1% plus average of one year treasury rate during August of the preceding year.

Conversion to Single Life Annuity

Account Balance is converted to a Single Life Annuity at the benefit commencement date using 417(e)(3) mortality table and PPA segment rates for August in the year prior to the year of commencement.

Earliest Commencement Date

First of month following termination.

Early Commencement Benefit

Account Balance, Account Balance converted to a Single Life Annuity, and all other optional forms of payment.

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Pre-Retirement Death Benefit

Spouse benefit (may be waived with spousal consent):

- Account balance or single life annuity
- Payable first of month following death and may be deferred to Normal Retirement Date

Non-spouse benefit:

- Account balance paid as a lump sum as soon as practicable after the date of death.

Vesting

100% vesting upon completion of either:

- 3 years of Vesting Service.
- Attainment of Age 65 as an active employee.

Normal Form of Payment

Unless otherwise elected, any benefit will be paid:

- (a) As a single life annuity for a single participant;  
or
- (b) As a 50% joint and survivor annuity, if the employee has an eligible spouse.

Optional Forms of Payment

The following optional forms of payment may be elected:

- Single Life Annuity
- 50% / 75% / 100% joint and survivor annuity
- 10 year certain and continuous
- Lump Sum (does not include early retirement subsidy)

Benefits Not Included

None to our knowledge.

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**Cash Balance Schedule – Secure Retirement Account**

**Eligibility**

Non-union: Working at a participating employer with the criteria noted below:

- WP Company LLC
  - Regular or part-time employee of WP Company under any job classification other than “Inserter”
  - Not temporary, intern, call-in or vacation relief employee
- Robinson Terminal Warehouse
  - Regular or part-time employee of Robinson Terminal Warehouse under any job classification other than “Inserter”
  - Not temporary, intern, call-in or vacation relief employee
- Greater Washington Publishing, LLC
  - Regular or part-time employee of Greater Washington Publishing, LLC
  - Not temporary, intern, call-in or vacation relief employee
- Express Publications Company, LLC
  - Regular or part-time employee of Express Publications Company, LLC
  - Not temporary, intern, call-in or vacation relief employee
- Post Community Media, LLC
  - Regular or part-time employee of Post Community Media, LLC
  - Not temporary, intern, call-in or vacation relief employee

Union: Covered by a collective bargaining agreement that provides for participation as noted below:

- WP Company LLC / Craft (International Brotherhood of Electrical Workers, Local 26)
- WP Company LLC (Guild)

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<u>Eligibility Date</u>	<p>First day of the month coincident with or following the completion of one year of Eligibility Service.</p> <p>For a VSP participant, January 1, 2023 or date of hire if later.</p>
<u>Eligibility Service</u>	<p>One year of Eligibility Service is accrued at the end of an Eligibility Computation Period if an employee completes 1,000 hours of service in an Eligibility Computation Period</p>
<u>Eligibility Computation Period</u>	<p>First such period is the 12 month period from the date of hire. Subsequent periods are plan years after the year of hire.</p>
<u>Benefit Service</u>	<p>1 year accrual for each calendar year credited with 1,000 or more hours.</p> <p>If the participant has less than 1,000 hours in a calendar year, service accrual is equal to hours / 1,000.</p> <p>Accrual began on 1/1/2012 (10/1/2014 for Guild).</p>
<u>Vesting Service</u>	<p>1 year accrual for each calendar year credited with 1,000 or more hours.</p> <p>If the participant has less than 1,000 hours in a calendar year, service accrual is equal to hours / 1,000.</p>
<u>Plan Compensation</u>	<p>Same as the company's 401(k) program.</p>
<u>Normal Retirement Date</u>	<p>The first of the month following or coincident with 65th birthday.</p> <p>For a VSP participant, for purposes of benefits under the Cash Balance Schedule Normal Retirement Date is age 62.</p>

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Normal Retirement Benefit

Account Balance

Account Balance Pay Credits:

- Pay credits are at the end of each quarter, or at the end of the month of termination if the participant terminates and is commencing his / her benefit immediately.
- The initial pay credit is made at the end of the quarter containing the later of the date of participation or the day the employee became an eligible employee.
- Pay Credit Percentage (based on years of Benefit Service as of the start of the Plan Year):
  - 1.10% times Multiplier if Years of Benefit Service is less than 5
  - 1.35% times Multiplier if Years of Benefit Service is at least 5 but less than 10
  - 1.55% times Multiplier if Years of Benefit Service is at least 10 but less than 20
  - 1.75% times Multiplier if Years of Benefit Service is 20 or more
- Multiplier
  - WP Company LLC
    - 2 (if hired, rehired, or transferred (other than transfers from any WP Company LLC) after 8/31/2009)
    - 4.2 (all others)
  - WP Company LLC (Guild)
    - 2 (if hired, rehired, or transferred (other than transfers from any WP Company LLC) after 8/31/2009)
    - 4 (all others)
  - International Brotherhood of Electrical Workers, Local 26
    - 2
  - Robinson Terminal Warehouse
    - 3
  - Greater Washington Publishing, LLC
    - 2
  - Express Publications Company, LLC
    - 2
  - Post Community Media, LLC
    - 1

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Normal Retirement Benefit (cont'd)

Account Balance Interest Credits:

- Applied each quarter (partial period credit if commencing at a date other than the beginning of a quarter).
- Rate (annual basis)
  - Not more than 10%
  - Greater of:
    - 1.41%
    - 1% plus average of one year treasury rate during August of the preceding year.

VSP Participant's Secure Retirement Account:

- Secure Retirement Account as of December 31, 2023 plus VSP Pay Credit.
- Account Balance Interest Credits not to exceed 4%.
- Not less than December 31, 2023 Cash Balance and Secure Retirement Account (without VSP Pay Credit) with Interest Credits.

Conversion to Single Life Annuity

Account Balance is converted to a Single Life Annuity at the benefit commencement date using 417(e)(3) mortality table and PPA segment rates for August in the year prior to the year of commencement.

Earliest Commencement Date

First of month following termination.

Early Commencement Benefit

Account Balance, Account Balance converted to a Single Life Annuity, and all other optional forms of payment.

Pre-Retirement Death Benefit

Spouse benefit (may be waived with spousal consent):

- Account balance or single life annuity
- Payable first of month following death and may be deferred to Normal Retirement Date

Non-spouse benefit:

- Account balance paid as a lump sum as soon as practicable after the date of death.

**Attachment to 2024 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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Vesting

100% vesting upon completion of either:

- 3 years of Vesting Service.
- Attainment of Age 65 as an active employee.
- Participation in Voluntary Separation Program (“VSP”)

Normal Form of Payment

Unless otherwise elected, any benefit will be paid:

- (a) As a single life annuity for a single participant;  
or
- (b) As a 50% joint and survivor annuity, if the employee has an eligible spouse.

Optional Forms of Payment The following optional forms of payment may be elected:

- Single Life Annuity
- 50% / 75% / 100% joint and survivor annuity
- 10 year certain and continuous
- Lump Sum (does not include early retirement subsidy)

Benefits Not Included

None to our knowledge:

Summary of Significant Events

Effective December 31, 2023, the Washington Post enacted the Voluntary Separation Program (“VSP”). 276 eligible participants had additional credits (“VSP Pay Credit”) made to their Secure Retirement Account subsequent to their termination on December 31, 2023.

Effective January 1, 2024 the small cash out limit was increased to \$7,000.

**ATTACHMENT TO THE 2024 SCHEDULE H OF FORM 5500  
LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
LINE 4j – SCHEDULE OF REPORTABLE TRANSACTIONS**

Plan Sponsor: Nash Holdings LLC

Plan Name: Pension Plan for the Washington Post and Companies

Plan Year: January 1, 2024 to December 31, 2024

EIN: 90-1012631

Plan No.: 001

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**Item 4i- Schedule of Assets Held at End of Year**

Pages 17-18 of the attached auditor's report of the Plan for the plan year ending December 31, 2024 provides the schedule of assets information.

**Item 4j- Schedule of Reportable Transactions**

Page 19 of the attached auditor's report of the Plan for the plan year ending December 31, 2024 provides the schedule of reportable transactions

**Attachment to 2024 Form 5500 Schedule SB,  
Line 24 – Change in Actuarial Assumptions**

**Plan Name: Pension Plan for the Washington Post and Companies  
EIN/PN: 90-1012631/001**

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Plan expenses were increased in 2024 to \$780,000 (previously, \$750,000).