

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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

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

Part I Annual Report Identification Information

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan: YOUNG & RUBICAM LLC CAREER CASH BALANCE CONTINUATION PLAN
1b Three-digit plan number (PN): 004
1c Effective date of plan: 08/01/2022
2a Plan sponsor's name (employer, if for a single-employer plan): YOUNG & RUBICAM LLC
2b Employer Identification Number (EIN): 13-1493710
2c Plan Sponsor's telephone number: 212-210-3273
2d Business code (see instructions): 541800

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

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

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

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

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor BENEFITS COMMITTEE OF Y&R LLC CAREER CASH BALANCE CONTINUATION PLAN 3 WORLD TRADE CENTER 175 GREENWICH ST. NEW YORK, NY 10007	3b Administrator's EIN 13-2863747 3c Administrator's telephone number 212-210-3273
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4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
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5 Total number of participants at the beginning of the plan year	5	2131
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6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year	6a(1)	440
a(2) Total number of active participants at the end of the plan year	6a(2)	434
b Retired or separated participants receiving benefits.....	6b	252
c Other retired or separated participants entitled to future benefits	6c	1307
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	1993
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	85
f Total. Add lines 6d and 6e	6f	2078
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	0

7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	
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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 1I 3J

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

9a Plan funding arrangement (check all that apply) (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	9b 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)

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**

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

A Name of plan <u>YOUNG & RUBICAM LLC CAREER CASH BALANCE CONTINUATION PLAN</u>	B Three-digit plan number (PN) ▶	<u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>YOUNG & RUBICAM LLC</u>	D Employer Identification Number (EIN) <u>13-1493710</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F 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			
1 Enter the valuation date:	Month <u>01</u>	Day <u>01</u>	Year <u>2024</u>
2 Assets:			
a Market value	2a	<u>64715330</u>	
b Actuarial value	2b	<u>69217021</u>	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	<u>319</u>	<u>29816466</u>	<u>29816466</u>
b For terminated vested participants	<u>1373</u>	<u>26758158</u>	<u>26758158</u>
c For active participants	<u>440</u>	<u>5913415</u>	<u>5913415</u>
d Total	<u>2132</u>	<u>62488039</u>	<u>62488039</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
a Funding target disregarding prescribed at-risk assumptions	4a		
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	4b		
5 Effective interest rate	5	<u>4.95 %</u>	
6 Target normal cost			
a Present value of current plan year accruals	6a	<u>0</u>	
b Expected plan-related expenses	6b	<u>900000</u>	
c Target normal cost	6c	<u>900000</u>	

Statement by Enrolled Actuary

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

SIGN HERE		
	Signature of actuary	<u>10/07/2025</u> Date
	<u>ANTONIS ANTONIOU</u> Type or print name of actuary	<u>23-07361</u> Most recent enrollment number
	<u>MERCER</u> Firm name	<u>212-345-8677</u> Telephone number (including area code)
	<u>1166 AVENUE OF THE AMERICAS NEW YORK, NY 10036</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

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	13746454
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	1281819
9	Amount remaining (line 7 minus line 8)	0	12464635
10	Interest on line 9 using prior year's actual return of <u>8.36</u> %	0	1042043
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.08</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	13506678

Part III Funding Percentages			
14	Funding target attainment percentage	14	89.15 %
15	Adjusted funding target attainment percentage	15	108.26 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	96.73 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls		18 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		
Totals ▶			18(b)	0	18(c)	0	

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a 0	
	b Contributions made to avoid restrictions adjusted to valuation date	19b 0	
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c 0	
20	Quarterly contributions and liquidity shortfalls:		
	a Did the plan have a "funding shortfall" for the prior year?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	c If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost				
21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 61
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> 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..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
25 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				
26 Demographic and benefit information				
a 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 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				
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....				27

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

Part VIII Minimum Required Contribution For Current Year				
31 Target normal cost and excess assets (see instructions):				
a Target normal cost (line 6c)				31a 900000
b Excess assets, if applicable, but not greater than line 31a				31b 0
32 Amortization installments:	Outstanding Balance		Installment	
a Net shortfall amortization installment	6777696		666665	
b Waiver amortization installment.....	0		0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount				33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....				34 1566665
	Carryover balance	Prefunding balance	Total balance	
35 Balances elected for use to offset funding requirement	0	1566665	1566665	
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)				
a Total (excess, if any, of line 37 over line 36)				38a 0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....				38b 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. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021				

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

A Name of plan YOUNG & RUBICAM LLC CAREER CASH BALANCE CONTINUATION PLAN	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 YOUNG & RUBICAM LLC	D Employer Identification Number (EIN) 13-1493710	

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

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)

MERCER (US) LLC

13-2834414

(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 38 14 17	NONE	442624	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)

JPMORGAN CHASE BANK, N.A.

13-4994650

(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?
18 62 19 21	NONE	126576	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	4253	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

BLACKROCK INSTITUTIONAL TRUST CO

94-3112180

(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 50 51	NONE	114686	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" 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)

PKF O'CONNOR DAVIES, LLP

27-1728945

(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	NONE	25000	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.

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

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

A Name of plan <u>YOUNG & RUBICAM LLC CAREER CASH BALANCE CONTINUATION PLAN</u>	B Three-digit plan number (PN) ▶	<u>004</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>YOUNG & RUBICAM LLC</u>	D Employer Identification Number (EIN) <u>13-1493710</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MSCI ACWI IMI INDEX FUND</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST CO</u>		
c EIN-PN <u>33-6371938-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>6497039</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>LONG DURATION CORP SCREENED FUND</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST CO</u>		
c EIN-PN <u>27-4520291-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>14805063</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>L/T GOVT BOND INDEX</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST CO</u>		
c EIN-PN <u>94-3118547-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1108162</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INT. GOV. BOND INDEX</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST CO</u>		
c EIN-PN <u>94-3118548-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>11552294</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MONEY MARKET FUND</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST CO</u>		
c EIN-PN <u>94-6450621-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>28067</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INT TERM CREDIT BD I</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST CO</u>		
c EIN-PN <u>94-3118549-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>23231409</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan YOUNG & RUBICAM LLC CAREER CASH BALANCE CONTINUATION PLAN	B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 YOUNG & RUBICAM LLC	D Employer Identification Number (EIN) 13-1493710

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	3523	7075
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	75503	12679
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)	22023	0
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	59285790	57222034
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	5380007	3359567
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	64766846	60601355
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	176049	92624
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	1138	2
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	177187	92626
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	64589659	60508729

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)		
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	213976	
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		213976
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	3408	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		3408
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	1937598
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	
c Other income	2c	
d Total income. Add all income amounts in column (b) and enter total	2d	2154982

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5311795
(2) To insurance carriers for the provision of benefits	2e(2)	
(3) Other	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	5311795
f Corrective distributions (see instructions)	2f	
g Certain deemed distributions of participant loans (see instructions)	2g	
h Interest expense	2h	
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	
(2) Contract administrator fees	2i(2)	
(3) Recordkeeping fees	2i(3)	
(4) IQPA audit fees	2i(4)	25000
(5) Investment advisory and investment management fees	2i(5)	114686
(6) Bank or trust company trustee/custodial fees	2i(6)	124605
(7) Actuarial fees	2i(7)	442624
(8) Legal fees	2i(8)	
(9) Valuation/appraisal fees	2i(9)	
(10) Other trustee fees and expenses	2i(10)	1971
(11) Other expenses	2i(11)	215231
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	924117
j Total expenses. Add all expense amounts in column (b) and enter total	2j	6235912

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k	-4080930
l Transfers of assets:		
(1) To this plan	2l(1)	
(2) From this plan	2l(2)	

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: PKF O'CONNOR DAVIES, LLP

(2) EIN: 27-1728945

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 560405.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>YOUNG & RUBICAM LLC CAREER CASH BALANCE CONTINUATION PLAN</u>	B Three-digit plan number (PN) ▶	<u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>YOUNG & RUBICAM LLC</u>	D Employer Identification Number (EIN) <u>13-1493710</u>	

Part I	Distributions
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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
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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): 13-4994650

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	39
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Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: 10.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 84.0 %
 High-Yield Debt: 0.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 6.0 % Other: 0.0 %

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 _____.

**Young & Rubicam LLC
Career Cash Balance Continuation Plan**

Financial Statements

December 31, 2024 and 2023

Independent Auditors' Report

The Plan Committee of the Young & Rubicam LLC Career Cash Balance Continuation Plan

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

We have performed audits of the accompanying financial statements of the Young & Rubicam LLC Career Cash Balance Continuation Plan (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, 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 (a 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 3 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the financial statements referred to above, 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 financial statements referred to above 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. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

**The Plan Committee of the
Young & Rubicam LLC
Career Cash Balance Continuation Plan
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In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of 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.

Supplemental Schedules Required by ERISA

The supplemental schedules of: (1) Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2024, and (2) Schedule H, Part IV, 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, have been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. 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.

**The Plan Committee of the
Young & Rubicam LLC
Career Cash Balance Continuation Plan**
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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 presented, in all material respects, 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).

PKF O'Connor Davies, LLP

October 13, 2025

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Statements of Net Assets Available for Benefits

	December 31,	
	2024	2023
ASSETS		
Investments, at Fair Value		
Money market fund	\$ 3,359,567	\$ 5,380,007
Limited partnership	-	22,023
Common/collective trusts	<u>57,222,034</u>	<u>59,285,790</u>
Total Investments	<u>60,581,601</u>	<u>64,687,820</u>
Receivables		
Accrued income	12,679	24,130
Other receivable	-	<u>51,373</u>
Total Receivables	<u>12,679</u>	<u>75,503</u>
Noninterest-bearing cash	<u>7,075</u>	<u>3,523</u>
Total Assets	<u>60,601,355</u>	<u>64,766,846</u>
LIABILITIES		
Accrued expenses	92,624	176,049
Due to broker	<u>2</u>	<u>1,138</u>
Total Liabilities	<u>92,626</u>	<u>177,187</u>
Net Assets Available for Benefits	<u>\$ 60,508,729</u>	<u>\$ 64,589,659</u>

See notes to financial statements

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31,	
	2024	2023
ADDITIONS		
Investment Income		
Net appreciation in fair value of investments	\$ 1,937,598	\$ 9,305,252
Interest and dividends	<u>217,384</u>	<u>224,699</u>
	2,154,982	9,529,951
Less investment expenses	<u>239,291</u>	<u>216,350</u>
Total Additions	<u>1,915,691</u>	<u>9,313,601</u>
DEDUCTIONS		
Benefits paid to participants	5,311,795	5,713,380
Purchase of annuity	-	18,888,095
Administrative expenses	<u>684,826</u>	<u>1,117,189</u>
Total Deductions	<u>5,996,621</u>	<u>25,718,664</u>
Net Decrease	(4,080,930)	(16,405,063)
Transfer in of assets	-	52,824,071
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	<u>64,589,659</u>	<u>28,170,651</u>
End of year	<u>\$ 60,508,729</u>	<u>\$ 64,589,659</u>

See notes to financial statements

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Notes to Financial Statements
December 31, 2024 and 2023

1. Description of Plan

The following description of the Young & Rubicam LLC Career Cash Balance Continuation Plan (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a noncontributory defined benefit plan sponsored by Young & Rubicam LLC (the "Company" or "Plan Sponsor"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plan was adopted on August 1, 2022 as a spin-off of the Young & Rubicam Inc. Career Cash Balance Plan (the "Terminated Plan"), which terminated on August 1, 2022. Certain participants of the Terminated Plan transferred to the Plan with their accrued benefit equal to the benefit they would have been entitled to receive immediately before the creation of the Plan. Benefit payments to these participants will continue to be paid from the Plan. Transfers amounting to \$52,824,071 were transferred during the 2023 plan year from the Terminated Plan.

The Plan provides retirement and death benefits for certain participating employees of Young & Rubicam LLC and its affiliates who have adopted the Plan. The Terminated Plan was frozen for any service and benefit accruals effective December 31, 2010 and balances under the Plan will continue to accrue interest.

In May 2023, the Company purchased an annuity contract with CMFG Life Insurance Company ("CMFG") on behalf of certain Plan participants in the amount of approximately \$19,000,000, of which a portion was refunded to the Plan. The annuity is for the purchase of benefits from the Plan and represents a contract under which CMFG is obligated to pay benefits to named employees or their beneficiaries. The benefit commencement date was July 1, 2023. Funds applied for the purchase of the annuity are excluded from the Plan's assets.

Participant Accounts

Under the Plan's provisions, amounts are credited by the Company to the participants' hypothetical accounts. Compensation credits ceased under the Plan when the Plan became frozen. However, interest credits continue to accrue with respect to a participant's account balance after the date the Plan froze.

Eligibility and Vesting

Eligible employees of the Plan are only those individuals who transferred from the Terminated Plan. No new employees or rehired employees are eligible to participate in the Plan. Participants are fully vested in their benefit that was transferred in from the Terminated Plan.

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Notes to Financial Statements
December 31, 2024 and 2023

1. Description of Plan (*continued*)

Pension Benefits

Benefits are determined based on the participant's hypothetical account balance. Plan Participants are eligible for their Plan benefits after terminating employment with vested benefits.

The Plan provides for benefits to accrue monthly at a rate of 3.2% of each eligible employee's current monthly eligible compensation. The maximum level of monthly eligible base compensation used to compute benefits is \$12,500. The accrued benefits are credited with an interest accrual equal to the average of the one-year U.S. Treasury Bill Constant Maturity interest rate for the month of November of the preceding Plan year.

Participants under the Plan are entitled to receive their accrued vested benefits in the form of a single life annuity, a life and period certain option annuity, or a single lump sum payment (or, if married, a qualified joint and survivor annuity) beginning at the normal retirement age of 65, or at the early retirement date as defined in the Plan document.

Retirement benefits for those participants who were age 50 or older and had ten or more years of vested service as of June 30, 1996 are calculated at the higher of the current formula or the prior Young & Rubicam Inc. Career Compensation Plan ("Career Compensation Plan") formula, as appropriate. Under the Career Compensation Plan formula in effect prior to the conversion to the Terminated Plan, participants were entitled to annual pension benefits equal to 1.5% of the average of their highest five years of annual eligible compensation over the last consecutive ten-year period, up to a maximum of \$50,000, multiplied by the number of benefit years up to 25. Benefit years are the number of years employed since the Career Compensation Plan membership date, the earliest date being January 1, 1969.

Effective August 1, 2025, the Plan was amended to allow active participants who have reached age 59 ½ to take in-service withdrawals.

Death and Disability Benefits

If a participant who is an active employee dies, a death benefit equal to the value of the participant's accrued pension benefit is paid to the participant's beneficiary. Participants who are active employees and become totally disabled, continue to accrue benefits at the same rate of compensation as in effect at the time the disability was incurred until the earliest of: (a) the normal retirement date, (b) the date as of which payment of benefits begins, (c) the date disability ceases, or (d) the date of death.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Notes to Financial Statements
December 31, 2024 and 2023

2. Summary of Significant Accounting Policies (*continued*)

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements. Actual results could differ from those estimates.

Fair Value Measurements

The Plan follows U.S. GAAP guidance on *Fair Value Measurements* which defines fair value and establishes a fair value hierarchy organized into three levels based upon the input assumptions used in pricing assets. Level 1 inputs have the highest reliability and are related to assets with unadjusted quoted prices in active markets. Level 2 inputs relate to assets with other than quoted prices in active markets which may include quoted prices for similar assets or liabilities or other inputs which can be corroborated by observable market data. Level 3 inputs are unobservable and are used to the extent that observable inputs do not exist.

Pursuant to U.S. GAAP guidance, alternative investments where fair value is measured using the Net Asset Value (“NAV”) per share as a practical expedient are not categorized within the fair value hierarchy.

Investment Valuation and Income Recognition

All of the Plan’s investments are stated 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. The Plan administrator determines the Plan’s valuation process utilizing information provided by its investment advisor and trustee. The money market fund is valued at the daily closing price as reported by the fund. This fund is an open-end fund that is registered with the Securities and Exchange Commission and is deemed to be actively traded. This fund is required to publish its daily NAV and to transact at that price. The limited partnership fund was valued based on the value of the Plan’s capital account in the partnership as of the valuation date. The fair value of the partnership was based on the Plan’s cumulative capital contributions, operating expenses, realized and unrealized gains and losses on partnership investments and distributions. The common/collective trusts are valued at the NAV of units held by the Plan. The NAVs, as provided by the trustee, are used as a practical expedient to estimate fair value. The NAVs are based on the fair value of the underlying investments held by the trusts less their liabilities. The practical expedient is not used when it is determined to be probable that a trust will sell the investment for an amount different than the reported NAV.

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

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Notes to Financial Statements
December 31, 2024 and 2023

2. Summary of Significant Accounting Policies (*continued*)

Payment of Benefits

Benefit payments are recorded when paid.

Administrative Expenses

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

Subsequent Events Evaluation by Management

Management has evaluated subsequent events for disclosure and/or recognition in the financial statements through the date that the financial statements were available to be issued, which date is October 13, 2025.

3. Information Certified (Unaudited)

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedules of (1) Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) and (2) Schedule H, Part IV, Line 4j – Schedule of Reportable Transactions, including investments held at December 31, 2024 and 2023, and net appreciation in fair value of investments and interest and dividends for the years ended December 31, 2024 and 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by JPMorgan Chase Bank, N.A., a qualified institution.

4. Funding Policy

All contributions made to the Plan are made by the Company on the basis of annual funding amounts determined by the Plan's independent actuary. No employee contributions are permitted. The Company's funding policy is to make contributions to the Plan which shall not be less than the minimum amount required to meet the funding standards of no more than the maximum deductible amount permitted by ERISA and the Internal Revenue Code ("IRC"). The Company's contributions for the years ended December 31, 2024 and 2023 comply with the minimum funding requirements of ERISA. For the years ended December 31, 2024 and 2023, the Company did not make any contributions. There were no changes to the funding policy in 2024 or 2023. Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Notes to Financial Statements
December 31, 2024 and 2023

5. Actuarial Present Value of Accumulated Plan Benefits

Accumulated Plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions. 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 under the Plan are accumulated based on employees' compensation during each year of credited service. The accumulated Plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits payable under all circumstances (retirement, death, disability, and termination of employment) are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated Plan benefits is determined by an independent actuary and is that 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 (for reasons such as death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

The significant actuarial assumptions used in the valuation as of January 1, 2024 and 2023 are as follows:

Mortality	PRI-2012 employee/retiree/contingent spouse white collar mortality tables, with generational projection using MP-2021
Discount Rate	3.50% per annum
Retirement Age	Later of age 65 or completion of 5 years of service.

When compared to the prior year valuation, all assumptions remained unchanged except for the following: (1) the administrative expenses assumption was updated to \$900,000 for 2024; (2) the lump sum conversion basis reflects Accounting Standards Codification ("ASC") 960 discount for years 2025 and after; and (3) the cash balance interest crediting rate assumption was updated to reflect the estimated 10-year forward rate for 1-year Treasuries.

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. The computations of the actuarial present value of accumulated Plan benefits were made as of January 1, 2024 and 2023. Had the valuations been performed as of December 31, there would be no material differences. Benefits to be provided via annuity contracts excluded from Plan assets are excluded from accumulated Plan benefits.

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Notes to Financial Statements
December 31, 2024 and 2023

5. Actuarial Present Value of Accumulated Plan Benefits (continued)

The actuarial present value of accumulated plan benefits as of December 31, 2023 and 2022 is as follows:

	December 31,	
	2023	2022
Vested Benefits		
Active participants	\$ 6,319,260	\$ 6,447,150
Inactive participants with deferred benefits	28,525,729	28,138,346
Inactive participants receiving benefits	34,095,776	57,802,828
Total Vested Benefits	68,940,765	92,388,324
Non-vested benefits	-	-
 Total Actuarial Present Value of Accumulated Plan Benefits	 \$ 68,940,765	 \$ 92,388,324

The changes in actuarial present value of accumulated plan benefits for the year ended December 31, 2023 are as follows:

Actuarial Present Value of Accumulated Plan Benefits as of December 31, 2022	\$ 92,388,324
Increase (decrease) during the year attributable to:	
Benefits accumulated and (gains) losses	(1,822,396)
Increase for interest due to decrease in discount period	2,699,926
Benefits paid	(24,652,848)
Change in actuarial assumptions	327,759
Net Decrease	(23,447,559)
 Actuarial Present Value of Accumulated Plan Benefits as of December 31, 2023	 \$ 68,940,765

6. Investments

The following are major categories of investment measured at fair value grouped by the fair value hierarchy as of December 31:

	2024		
	Level 1	Other Investments Measured at NAV*	Total
Money market fund	\$3,359,567	\$ -	\$ 3,359,567
Common/collective trusts **	-	57,222,034	57,222,034
	\$3,359,567	\$57,222,034	\$60,581,601

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Notes to Financial Statements
December 31, 2024 and 2023

6. Investments (continued)

	2023			
	Level 1	Level 3	Other Investments Measured at NAV*	Total
Money market fund	\$5,380,007	\$ -	\$ -	\$ 5,380,007
Limited partnership	-	22,023	-	22,023
Common/collective trusts **	-	-	59,285,790	59,285,790
	\$5,380,007	\$ 22,023	\$59,285,790	\$64,687,820

* As discussed in Note 2, investments that are measured using the practical expedient are not classified within the fair value hierarchy.

** The common/collective trusts are part of the BlackRock Young & Rubicam Journey Management Continuation Fund.

The BlackRock Young & Rubicam Journey Management Continuation Fund consists of the following investments at December 31:

	2024	2023
Common/Collective Trusts		
BlackRock Intermediate Term Credit Bond Index Fund	\$ 23,231,409	\$ 21,992,888
BlackRock Long Duration Corporate Credit Screened Fund	14,805,063	18,997,309
BlackRock Intermediate Government Bond Index Fund	11,552,294	9,587,642
BlackRock MSCI ACWI IMI Index Fund	6,497,039	7,393,648
BlackRock Long Term Government Bond Index Fund	1,108,162	1,265,193
BlackRock Short-Term Investment Fund	28,067	49,110
	\$ 57,222,034	\$ 59,285,790

The BlackRock Young & Rubicam Journey Management Continuation Fund (the "BJMCF") is an investment option offered by the Plan. The BJMCF, which is managed by BlackRock Institutional Trust Company, N.A. ("BlackRock"), is comprised of six common/collective trusts. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trusts, the issuer reserves the right to temporarily delay withdrawal from the trusts in order to ensure that securities liquidations be carried out in an orderly manner. There are no unfunded commitments as of December 31, 2024 and 2023.

The investment strategy allocates funds between the growth portfolio and the LDI portfolio within the Plan. Both the growth portfolio and the LDI portfolio are made up of various common/collective trusts and are managed by BlackRock. The objective is to seek to achieve performance similar to the Plan's liabilities by matching the interest rate sensitivity and credit spread sensitivity of the Plan's value of assets to a percentage of the Plan's percentage value of liabilities.

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Notes to Financial Statements
December 31, 2024 and 2023

6. Investments (continued)

The following is a reconciliation of the beginning and ending balances for assets measured at fair value using significant unobservable inputs (Level 3) during the years ended December 31, 2024 and 2023:

	<u>Limited Partnership (a)</u>
Balance, January 1, 2023	\$ -
Purchases and other acquisitions	7,420,099
Sales proceeds and other settlements	(10,408,289)
Net appreciation in fair value of investments	<u>3,010,213</u>
Balance, December 31, 2023	22,023
Purchases and other acquisitions	214
Sales proceeds and other settlements	<u>(22,237)</u>
Balance, December 31, 2024	<u><u>\$ -</u></u>

(a) The Plan was invested in the HarbourVest Partners VI – Cayman Partnership Fund L.P. (“Cayman Partnership”), which invested solely in the HarbourVest Partners VI – Partnership Fund L.P. (“Partnership”). The Partnership held investments in limited partnerships or other pooled investment vehicles which, in turn, made equity-oriented investments in young, growing or emerging venture capital backed companies, as well as investments in management buy-in, management buy-out, leveraged buy-out, mezzanine, special situation and recapitalization transactions or other partnerships either directly or purchased in the secondary market. On June 30, 2023, the Terminated Plan transferred its \$7,500,000 commitment to the Plan. The unfunded commitments for Cayman Partnership amounted to \$0 and \$150,000 for the years ended December 31, 2024 and 2023. The Partnership liquidated all remaining assets and paid the final liquidating distributions to partners as of September 30, 2024.

The following investments represent 10% or more of the Plan’s net assets available for benefits at December 31:

	<u>2024</u>	<u>2023</u>
BlackRock Intermediate Term Credit Bond Index Fund	\$ 23,231,409	\$ 21,992,888
BlackRock Long Duration Corporate Credit Screened Fund	14,805,063	18,997,309
BlackRock Intermediate Government Bond Index Fund	11,552,294	9,587,642
BlackRock MSCI ACWI IMI Index Fund	6,497,039	7,393,648

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Notes to Financial Statements
December 31, 2024 and 2023

7. Parties-in-Interest Transactions

Certain Plan investments are managed by BlackRock, the investment manager for the Plan, or JPMorgan Chase Bank, N.A., the trustee of the Plan. These transactions qualify as permitted party-in-interest transactions, which are exempt from the prohibited transaction rules of ERISA.

Certain employees of the Company who may be participants in the Plan, perform administrative services to the Plan at no cost to the Plan.

8. Income Tax Status

The Internal Revenue Service (“IRS”) has determined and informed the Plan Sponsor by a letter dated December 12, 2023, that the Plan is designed in accordance with the applicable regulations of the IRC. Although the Plan has been amended since receiving the determination letter, the plan administrator and the Plan’s tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine examinations by taxing jurisdictions; however, there are currently no examinations for any tax periods in progress.

9. Plan Termination

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.

1. Benefits attributable to employee contributions, taking into account those paid out before termination.
2. 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.
3. Other vested benefits insured by the Pension Benefit Guaranty Corporation (“PBGC”) (a U.S. government agency) up to the applicable limitations.
4. All other vested benefits (that is, vested benefits not insured by the PBGC).
5. All nonvested benefits.

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Notes to Financial Statements
December 31, 2024 and 2023

9. Plan Termination (*continued*)

Benefits to be provided via the purchased annuity contract under which CMFG is obligated to pay the benefits would be excluded for allocation purposes.

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 are guaranteed at the level in effect on the date of the Plan's termination. However, a statutory ceiling exists, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Company and the level of benefits guaranteed by the PBGC.

10. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risk. 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 change could materially affect the amounts reported in the statements of net assets available for benefits.

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

* * * * *

**Young & Rubicam LLC
Career Cash Balance Continuation Plan**

Supplemental Schedules

December 31, 2024 and 2023

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Schedule Pursuant to Department of Labor Requirements
December 31, 2024

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

EIN #: 13-1493710
Plan #: 004

(a)	(b) Identity of Issue, 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
	MONEY MARKET FUND	SHARES/UNITS		
*	JPMorgan Federal Money Market Fund	3,359,567	<u>\$ 3,359,567</u>	<u>\$ 3,359,567</u>
	COMMON/COLLECTIVE TRUSTS			
*	BlackRock Intermediate Term Credit Bond Index Fund	359,820	21,090,458	23,231,409
*	BlackRock Long Duration Corporate Credit Screened Fund	810,054	12,285,022	14,805,063
*	BlackRock Intermediate Government Bond Index Fund	247,334	11,115,457	11,552,294
*	BlackRock MSCI ACWI IMI Index Fund	182,637	2,317,702	6,497,039
*	BlackRock Long Term Government Bond Index Fund	14,749	1,216,515	1,108,162
*	BlackRock Short-Term Investment Fund	28,067	<u>28,067</u>	<u>28,067</u>
	Total Common/Collective Trusts		<u>48,053,221</u>	<u>57,222,034</u>
	Total Investments		<u>\$ 51,412,788</u>	<u>\$ 60,581,601</u>

* Denotes a party-in-interest as defined by ERISA.

**Young & Rubicam LLC
Career Cash Balance Continuation Plan**

Schedule Pursuant to Department of Labor Requirements
Year Ended December 31, 2024

Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions

EIN #: 13-1493710
Plan #: 004

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain/ (Loss)
Category (i) - Single Transaction, in Aggregate, in Excess of 5% of the Current Value of the Plan Assets						
JPMorgan Chase Bank, N.A.	BlackRock Short-Term Investment Fund	\$ 3,369,981	\$ -	\$ 3,369,981	\$ 3,369,981	\$ -
JPMorgan Chase Bank, N.A.	BlackRock Short-Term Investment Fund	-	3,400,000	3,400,000	3,400,000	-
JPMorgan Chase Bank, N.A.	JPMorgan Federal Money Market Func	3,968,939	-	3,968,939	3,968,939	-
Category (iii) - Series of Transactions of the Same Security, in Aggregate, in Excess of 5% of the Current Value of the Plan Assets						
JPMorgan Chase Bank, N.A.	BlackRock Short-Term Investment Fund	\$ 3,383,647	\$ -	\$ 3,383,647	\$ 3,383,647	\$ -
JPMorgan Chase Bank, N.A.	BlackRock Short-Term Investment Fund	-	3,404,691	3,404,691	3,404,691	-
JPMorgan Chase Bank, N.A.	BlackRock Intermediate Government Bond Index Fund	4,350,000	-	4,350,000	4,350,000	-
JPMorgan Chase Bank, N.A.	BlackRock Intermediate Government Bond Index Fund	-	2,650,000	2,594,612	2,650,000	55,388
JPMorgan Chase Bank, N.A.	JPMorgan Federal Money Market Func	4,385,582	-	4,385,582	4,385,582	-
JPMorgan Chase Bank, N.A.	JPMorgan Federal Money Market Func	-	6,406,019	6,406,019	6,406,019	-
JPMorgan Chase Bank, N.A.	BlackRock Long Duration Corporate Credit Screened Fund	-	3,950,000	3,274,031	3,950,000	675,969
Category (iv) - Series of Transactions of the Same Broker, in Aggregate, in Excess of 5% of the Current Value of the Plan Assets						
Broker 0800102	BlackRock Short-Term Investment Fund	\$ 3,383,296	\$ -	\$ 3,383,296	\$ 3,383,296	\$ -
Broker 0800102	BlackRock Short-Term Investment Fund	-	3,824	3,824	3,824	-
Broker 0800102	BlackRock MSCI ACWI IMI Index Fund	-	1,940,000	759,580	1,940,000	1,180,420
Broker 0800102	BlackRock Intermediate Term Credit Bond Index Fund	1,400,000	-	1,400,000	1,400,000	-
Broker 0800102	BlackRock Intermediate Term Credit Bond Index Fund	-	1,100,000	1,032,343	1,100,000	67,657
Broker 0800102	BlackRock Intermediate Government Bond Index Fund	3,850,000	-	3,850,000	3,850,000	-
Broker 0800102	BlackRock Long Duration Corporate Credit Screened Fund	-	3,450,000	2,849,829	3,450,000	600,171
Broker 0800102	BlackRock Long Term Government Bond Index Fund	-	470,000	529,511	470,000	(59,511)
Broker 0800102	BlackRock Long Term Government Bond Index Fund	380,000	-	380,000	380,000	-
Broker 0800003	JPMorgan Federal Money Market Func	4,385,582	-	4,385,582	4,385,582	-
Broker 0800003	JPMorgan Federal Money Market Func	-	6,406,019	6,406,019	6,406,019	-
Broker 200200	BlackRock Short-Term Investment Fund	351	-	351	351	-
Broker 200200	BlackRock Short-Term Investment Fund	-	3,400,864	3,400,864	3,400,864	-
Broker 200200	HarbourVest Partners VI - Cayman Partnership Fund L.P.	-	20,698	20,698	20,698	-
Broker 200200	BlackRock Intermediate Government Bond Index Fund	500,000	-	500,000	500,000	-
Broker 200200	BlackRock Intermediate Government Bond Index Fund	-	2,650,000	2,594,612	2,650,000	55,388
Broker 200200	BlackRock Long Duration Corporate Credit Screened Fund	-	500,000	424,202	500,000	75,798

See independent auditors' report

Schedule SB, line 26a — Schedule of Active Participant Data

Attained age	Years of credited service										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & up	
Under 25											
25-29											
30-34											
35-39	14	20	1								35
		3,018									
40-44	8	73	20								101
		3,078	3,928								
45-49	9	35	49	14							107
		4,646	5,874								
50-54	10	24	29	19	2						84
		5,769	8,922								
55-59	5	8	22	11	2	5					53
			13,379								
60-64	7	10	4	4	3	5	1				34
65-69	4	2	5	1		2		1			15
70 & up		3	2	2	1	2			1		11
Totals	57	175	132	51	8	14	1	1	1		440
											9,610

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average cash balance account value. Average cash balance account values are not shown for cells with fewer than 20 participants.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Actuarial assumptions for January 1, 2024 funding valuation

Discount rate sponsor elections		
• Segment rates or full yield curve	Segment	
• Look-back months	4	
•	<u>Stabilized</u>	<u>Nonstabilized</u>
• First 5 years	4.75%	3.62%
• Next 15 years	4.87%	4.46%
• Over 20 years	5.59%	4.52%
Mortality sponsor elections		
• Healthy participants	Section 430(h)(3) prescribed generational annuitant and nonannuitant mortality tables for 2024 plan year funding valuations, in accordance with IRS regulation 1.430(h)(3)-1.	
417(e) lump sums	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality.	
Cash balance plans		
• Interest accumulation rate	Year	Rate
	2024	5.30%
	2025	4.60%
	2026	4.20%
	2027	4.30%
	2028	4.10%
	2029	3.80%
	2030	3.60%
	2031	3.40%
	2032	3.20%
	2033	2.90%
2034+	2.70%	
• Whipsaw calculations	No	
Other economic assumptions		
• Salary increases	N/A	
• Flat-dollar benefit increases	N/A	
• Social Security taxable wage base increases	N/A	
• Inflation	N/A	
• Expected investment return	3.00% for 2022, 4.50% for 2023 and 4.75% for current year.	
• Expenses	\$900,000 added to current year normal cost	

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Rationale for significant economic assumptions**

- **Cash balance interest accumulation rate** – This assumption is based on the current rate for 2024 grading to the anticipated 10-year forward rate based on Mercer Investment Consulting LLCs capital market assumption for 1-year U.S. Treasuries.
- **Expected investment return** – The expected investment return is based on the median simulated investment return using capital market assumptions published by Mercer Investment Consulting LLC for the plan's current asset mix. The expected return on assets assumption is net of an adjustment of 12 basis points for investment and trading expenses assumed to be paid from plan assets, rounded to nearest 25 basis points.
- **Expenses** – Based on prior year's actual administrative expenses, adjusted to reflect expected changes in PBGC premiums and any other significant expenses associated with one-time activities.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Demographic assumptions																
• Withdrawal	See table of sample rates.															
• Disability incidence	N/A															
• Retirement age	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Attained age</th> <th style="text-align: center;">Percentage</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Under 55</td> <td style="text-align: center;">0%</td> </tr> <tr> <td style="text-align: center;">55-59</td> <td style="text-align: center;">12%</td> </tr> <tr> <td style="text-align: center;">60-64</td> <td style="text-align: center;">11%</td> </tr> <tr> <td style="text-align: center;">65-69</td> <td style="text-align: center;">26%</td> </tr> <tr> <td style="text-align: center;">70 and above</td> <td style="text-align: center;">100%</td> </tr> </tbody> </table>				Attained age	Percentage	Under 55	0%	55-59	12%	60-64	11%	65-69	26%	70 and above	100%
Attained age	Percentage															
Under 55	0%															
55-59	12%															
60-64	11%															
65-69	26%															
70 and above	100%															
• Benefit commencement age for																
– Future vested deferred	65% immediate and the remainder at the later of current age or age 55.															
– Current vested deferred	<ul style="list-style-type: none"> • For participants with Career Compensation Plan (“CCP”) benefit only or when the value of the CCP benefit is greater than the cash balance account: Age 62 • For participants with a cash balance account, 25% in year following termination and 75% at the later of current age or age 55. 															
• Spouse assumptions	Male participants	Female participants														
– Percentage married	100%	100%														
– Spouse age difference	3 years younger	3 years older														
Form of payment	Lump sum	Single life	50% J&S	100% J&S												
• Active retirements	100%	0%	0%	0%												
• Future vested deferred	100%	0%	0%	0%												
• Future disabilities	100%	0%	0%	0%												
• Future deaths	100%	0%	0%	0%												
Current vested deferred																
• Terminated prior to 1996	0%	60%	20%	20%												
• Terminated after 1996	100%	0%	0%	0%												
Unpredictable contingent event assumptions	N/A															

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Table of sample rates**

Attained Age	Withdrawal
20	27%
25	36%
30	18%
35	14%
40	12%
45	12%
50	11%
55	0%

Rationale for significant demographic assumptions

- **Withdrawal** – The assumption is based on an experience study undertaken in 2020 for the period covering years 2015-2019. The reasonableness of the assumption is evaluated each year as part of the valuation process by determining whether consistent gains or losses occur each year.
- **Retirement age** – The assumption is based on an experience study undertaken in 2020 for the period covering years 2015-2019. The reasonableness of the assumption is evaluated each year as part of the valuation process by determining whether consistent gains or losses occur each year.
- **Benefit commencement age** – Based on an experience study undertaken in 2020 for the period covering years 2015-2019.
- **Spouse assumptions** – The assumptions regarding percent married/spouse age difference at benefit commencement age are based on the actuary's experience with many plans and discussions with employer representatives. The 100% married assumption intends to reflect the fact that all participants are entitled to a death benefit regardless of marital status.
- **Form of payment** – This is a historical assumption whose reasonableness is evaluated each year as part of the valuation process by determining whether consistent gains or losses occur each year.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Actuarial methods

Asset methods

The asset valuation method is an average of the adjusted market value for each year during the last two years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

In light of the 2022 spin-off from the Young & Rubicam Inc. Career Cash Balance Plan (“Original Plan”), the 2023 asset valuation method for the Continuation Plan’s January 1, 2023 valuation is described below.

The Original Plan determined the 2022 value of assets as the average of the fair market value of assets on the valuation date and the adjusted fair market value of assets for each of the two preceding valuation dates. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. The resulting average value is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

The Continuation Plan will continue to determine the actuarial value of assets under the same methodology as the Original Plan. For purposes of determining the Continuation Plan’s allocated share of the funding shortfall as of January 1, 2022, the January 1, 2022 actuarial value of assets for the Original plan was allocated between the two plans based on each plan’s proportionate share of the asset allocation as of the July 31, 2022 spinoff date. Following the spinoff, the Continuation Plan will continue to determine the value of assets as the average of the fair market value of assets on the valuation date and the adjusted fair market value of assets for each of the two preceding valuation dates.

Although the Continuation Plan is technically the new plan, it was also the significantly larger of the two post-spinoff plans, representing approximately 87% of the pre-spinoff asset value. §1.430(g)-1(c)(2)(ii)(C) specifies that amounts spun off to another plan be treated as a negative cash flow (similar to benefit payments), while amounts received from another plan be treated as a positive cash flow (similar to contributions). Given that the Continuation Plan comprises most of the Original plan, the plan sponsor requested approval for treating the Continuation Plan as the ongoing plan when applying §1.430(g)-1(c)(2)(ii)(C). Accordingly, the Continuation Plan’s Actuarial Value of Assets as of January 1, 2023 was the average of the fair market value of assets of the Continuation Plan as of January 1, 2023 and the adjusted fair market value of assets as of January 1, 2021 and as of January 1, 2022 for the Original Plan treating the negative cash flow associated with the spinoff in the same manner as a benefit payment or negative contribution.

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan administrator provides us with data on all employees as of the valuation date. Only employees who have completed the plan's eligibility requirements and the inactive participants that are due a benefit or are collecting a benefit are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break in service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not hold any insurance contracts.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

January 1, 2023 prefunding balance calculation methodology

In light of the 2022 spin-off from the Original Plan, the plan sponsor requested an approval for the calculation methodology of the prefunding balance of the Continuation Plan as of January 1, 2023, which is described below:

The January 1, 2022 total prefunding balance, was allocated to the Continuation Plan, in proportion to the allocation of assets on a market value basis. The January 1, 2023 prefunding balance for the Continuation plan was the January 1, 2022 prefunding balance for the Continuation Plan adjusted by:

- the interest at the actual investment return of the Original Plan assets for the period between January 1, 2022 to July 31, 2022
- the interest at the actual investment return of the Continuation Plan assets for the period between August 1, 2022 and December 31, 2022
- reduced by the amount applied towards the 2022 plan year minimum required contribution for the Continuation Plan

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

- increased by the amount (if any) elected to be added to the prefunding balance based on contributions for the 2022 plan year

Allocation of shortfall amortization bases for the Continuation Plan as of January 1, 2023

In light of the 2022 spin-off from the Original Plan, the plan sponsor requested an approval for the calculation methodology of the shortfall amortization of the Continuation Plan as of January 1, 2023, which is described below:

Shortfall amortization bases as of January 1, 2022 were allocated on a pro rata basis, based on the funding shortfall of the Continuation Plan and the Original Plan as of January 1, 2022. Because the Continuation Plan was the only plan that had a funding shortfall as of January 1, 2022 on this basis, this means that all of the shortfall amortization bases were allocated to the Continuation Plan and were carried forward to 2023 in the standard way (i.e., the annual shortfall amortization charge was the same as for 2022 for any bases with more than one year remaining, and the amortization period was reduced by one year).

**Young & Rubicam LLC
Career Cash Balance Continuation Plan**

Schedule Pursuant to Department of Labor Requirements
Year Ended December 31, 2024

Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions

EIN #: 13-1493710
Plan #: 004

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain/ (Loss)
Category (i) - Single Transaction, in Aggregate, in Excess of 5% of the Current Value of the Plan Assets						
JPMorgan Chase Bank, N.A.	BlackRock Short-Term Investment Fund	\$ 3,369,981	\$ -	\$ 3,369,981	\$ 3,369,981	\$ -
JPMorgan Chase Bank, N.A.	BlackRock Short-Term Investment Fund	-	3,400,000	3,400,000	3,400,000	-
JPMorgan Chase Bank, N.A.	JPMorgan Federal Money Market Func	3,968,939	-	3,968,939	3,968,939	-
Category (iii) - Series of Transactions of the Same Security, in Aggregate, in Excess of 5% of the Current Value of the Plan Assets						
JPMorgan Chase Bank, N.A.	BlackRock Short-Term Investment Fund	\$ 3,383,647	\$ -	\$ 3,383,647	\$ 3,383,647	\$ -
JPMorgan Chase Bank, N.A.	BlackRock Short-Term Investment Fund	-	3,404,691	3,404,691	3,404,691	-
JPMorgan Chase Bank, N.A.	BlackRock Intermediate Government Bond Index Fund	4,350,000	-	4,350,000	4,350,000	-
JPMorgan Chase Bank, N.A.	BlackRock Intermediate Government Bond Index Fund	-	2,650,000	2,594,612	2,650,000	55,388
JPMorgan Chase Bank, N.A.	JPMorgan Federal Money Market Func	4,385,582	-	4,385,582	4,385,582	-
JPMorgan Chase Bank, N.A.	JPMorgan Federal Money Market Func	-	6,406,019	6,406,019	6,406,019	-
JPMorgan Chase Bank, N.A.	BlackRock Long Duration Corporate Credit Screened Fund	-	3,950,000	3,274,031	3,950,000	675,969
Category (iv) - Series of Transactions of the Same Broker, in Aggregate, in Excess of 5% of the Current Value of the Plan Assets						
Broker 0800102	BlackRock Short-Term Investment Fund	\$ 3,383,296	\$ -	\$ 3,383,296	\$ 3,383,296	\$ -
Broker 0800102	BlackRock Short-Term Investment Fund	-	3,824	3,824	3,824	-
Broker 0800102	BlackRock MSCI ACWI IMI Index Fund	-	1,940,000	759,580	1,940,000	1,180,420
Broker 0800102	BlackRock Intermediate Term Credit Bond Index Fund	1,400,000	-	1,400,000	1,400,000	-
Broker 0800102	BlackRock Intermediate Term Credit Bond Index Fund	-	1,100,000	1,032,343	1,100,000	67,657
Broker 0800102	BlackRock Intermediate Government Bond Index Fund	3,850,000	-	3,850,000	3,850,000	-
Broker 0800102	BlackRock Long Duration Corporate Credit Screened Fund	-	3,450,000	2,849,829	3,450,000	600,171
Broker 0800102	BlackRock Long Term Government Bond Index Fund	-	470,000	529,511	470,000	(59,511)
Broker 0800102	BlackRock Long Term Government Bond Index Fund	380,000	-	380,000	380,000	-
Broker 0800003	JPMorgan Federal Money Market Func	4,385,582	-	4,385,582	4,385,582	-
Broker 0800003	JPMorgan Federal Money Market Func	-	6,406,019	6,406,019	6,406,019	-
Broker 200200	BlackRock Short-Term Investment Fund	351	-	351	351	-
Broker 200200	BlackRock Short-Term Investment Fund	-	3,400,864	3,400,864	3,400,864	-
Broker 200200	HarbourVest Partners VI - Cayman Partnership Fund L.P.	-	20,698	20,698	20,698	-
Broker 200200	BlackRock Intermediate Government Bond Index Fund	500,000	-	500,000	500,000	-
Broker 200200	BlackRock Intermediate Government Bond Index Fund	-	2,650,000	2,594,612	2,650,000	55,388
Broker 200200	BlackRock Long Duration Corporate Credit Screened Fund	-	500,000	424,202	500,000	75,798

See independent auditors' report

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

A Name of plan YOUNG & RUBICAM LLC CAREER CASH BALANCE CONTINUATION PLAN	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Young & Rubicam LLC	D Employer Identification Number (EIN) 13-1493710	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F 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

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	64,715,330
	b Actuarial value	2b	69,217,021
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	319	29,816,466
	b For terminated vested participants	1,373	26,758,158
	c For active participants	440	5,913,415
	d Total	2,132	62,488,039
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)	<input type="checkbox"/>	
	a Funding target disregarding prescribed at-risk assumptions	4a	
	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	4b	
5	Effective interest rate	5	4.95%
6	Target normal cost		
	a Present value of current plan year accruals	6a	0
	b Expected plan-related expenses	6b	900,000
	c Target normal cost	6c	900,000

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

SIGN HERE	<u>A.P.A</u> Signature of actuary ANTONIS ANTONIOU Type or print name of actuary MERCER Firm name 1166 AVENUE OF THE AMERICAS NEW YORK NY 10036 Address of the firm	<u>10/07/2025</u> Date 2307361 Most recent enrollment number 212-345-8677 Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II	Beginning of Year Carryover and Prefunding Balances	
	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	13,746,454
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	1,281,819
9 Amount remaining (line 7 minus line 8)	0	12,464,635
10 Interest on line 9 using prior year's actual return of <u>8.36%</u>	0	1,042,043
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.08%</u>		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	13,506,678

Part III	Funding Percentages	
14 Funding target attainment percentage	14	89.15%
15 Adjusted funding target attainment percentage	15	108.26%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	96.73%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV	Contributions and Liquidity Shortfalls					
18 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	
Totals ▶			18(b)	0	18(c)	0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:			
a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0	
b Contributions made to avoid restrictions adjusted to valuation date	19b	0	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0	
20 Quarterly contributions and liquidity shortfalls:			
a Did the plan have a "funding shortfall" for the prior year?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
c If line 20a is "Yes," see instructions and complete the following table as applicable:			
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 61
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> 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.....	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
25 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
26 Demographic and benefit information		
a 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 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
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	900,000	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	6,777,696	666,665	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	1,566,665	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	1,566,665	1,566,665
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)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	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. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021
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Schedule SB, line 22 — Description of Weighted Average Retirement Age

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 61.

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	12.00%	10,000	1,200.00	66,000
56	12.00%	8,800	1,056.00	59,136
57	12.00%	7,744	929.28	52,969
58	12.00%	6,815	817.77	47,430
59	12.00%	5,997	719.63	42,458
60	11.00%	5,277	580.51	34,830
61	11.00%	4,697	516.65	31,516
62	11.00%	4,180	459.82	28,509
63	11.00%	3,720	409.24	25,782
64	11.00%	3,311	364.22	23,310
65	26.00%	2,947	766.19	49,802
66	26.00%	2,181	566.98	37,421
67	26.00%	1,614	419.57	28,111
68	26.00%	1,194	310.48	21,113
69	26.00%	884	229.75	15,853
70	100.00%	654	653.92	45,774
Total			10,000.00	610,014
Average				61

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	1,892,966	8,129,560	3,801,993	13,824,519
2025	633,673	1,805,164	3,584,600	6,023,437
2026	679,303	1,538,012	3,366,145	5,583,460
2027	454,278	1,745,670	3,149,448	5,349,396
2028	411,852	1,691,802	2,936,571	5,040,225
2029	391,381	1,711,698	2,728,973	4,832,052
2030	421,714	1,656,170	2,527,672	4,605,556
2031	364,366	1,794,778	2,333,390	4,492,534
2032	292,931	1,679,031	2,141,409	4,113,371
2033	315,146	1,449,575	1,945,762	3,710,483
2034	228,339	1,485,948	1,772,759	3,487,046
2035	183,289	1,263,118	1,608,461	3,054,868
2036	200,597	1,454,290	1,443,263	3,098,150
2037	154,392	1,329,860	1,240,722	2,724,974
2038	140,363	1,114,136	1,101,028	2,355,527
2039	122,760	1,173,827	971,409	2,267,996
2040	98,234	897,000	851,896	1,847,130
2041	85,602	849,603	742,409	1,677,614
2042	70,341	706,568	642,759	1,419,668
2043	51,793	624,258	552,678	1,228,729
2044	44,622	561,125	471,825	1,077,572
2045	37,162	507,351	399,804	944,317
2046	22,739	464,314	336,176	823,229
2047	21,627	422,394	280,447	724,468
2048	15,587	381,733	232,077	629,397
2049	9,233	342,610	190,489	542,332
2050	7,957	305,274	155,070	468,301
2051	7,584	269,929	125,194	402,707
2052	3,264	241,209	100,240	344,713
2053	2,927	205,836	79,603	288,366
2054	1,631	177,307	62,701	241,639
2055	1,126	151,219	48,994	201,339
2056	712	127,611	37,982	166,305
2057	292	106,485	29,217	135,994
2058	145	87,810	22,306	110,261
2059	65	71,519	16,904	88,488
2060	50	57,506	12,714	70,270
2061	42	45,632	9,491	55,165
2062	34	35,725	7,028	42,787
2063	27	27,591	5,160	32,778
2064	21	21,024	3,753	24,798
2065	16	15,815	2,702	18,533
2066	12	11,757	1,922	13,691
2067	9	8,656	1,348	10,013
2068	6	6,331	932	7,269
2069	4	4,621	633	5,258
2070	3	3,387	422	3,812
2071	2	2,511	276	2,789
2072	1	1,900	176	2,077
2073	1	1,478	110	1,589

Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions**

Effective date and plan year	Original plan: January 1, 1974 Continuation plan: August 1, 2022 Plan year: Calendar year
Status of the plan	Plan frozen as of December 31, 2010
Plan amendments that occurred during the plan year	During 2023, the plan sponsor purchased annuity contracts for certain retirees.
Recent significant events	None.

Definitions

<ul style="list-style-type: none"> Covered employees 	<p>All employees are eligible on date of employment, except for those employees covered under a collective bargaining agreement which does not provide for their membership.</p> <p>Effective July 31, 2022, the plan sponsor spun off a portion of the assets and liabilities of the Young & Rubicam Inc. Career Cash Balance Plan (“Original Plan”) into a new plan with substantially the same provisions, the Young & Rubicam LLC Career Cash Balance Continuation Plan (“Continuation Plan”). The Original Plan was subsequently terminated effective August 1, 2022, and all remaining Original Plan participants were paid out through lump sums or an annuity purchase.</p>
<ul style="list-style-type: none"> Participation 	<p>An employee will become a participant on the date of hire except for hourly employees and those employees covered under a collective bargaining agreement that has not adopted the plan. Participation was frozen as of December 31, 2010.</p>
<ul style="list-style-type: none"> Employee contributions 	None.
<ul style="list-style-type: none"> Vesting service 	Years and months. A month is credited if at least one hour is earned. All participants are deemed vested after completing three years of service.
<ul style="list-style-type: none"> Credited service 	Years and months. A month is credited if at least one hour is earned.
<ul style="list-style-type: none"> Pensionable earnings 	Regular salary or wages excluding bonus, overtime, commissions, and other special compensation. In no event will compensation be used in excess of \$12,500 per calendar month. Prior to July 1, 1996, compensation was limited to \$50,000 per year.

Normal retirement

<ul style="list-style-type: none"> Eligibility 	<p>Later of the attainment of age 65 or the fifth anniversary of the date he or she became a participant. This is the normal retirement date.</p>
<ul style="list-style-type: none"> Benefit 	<p>The Accrued Benefit at 6/30/96 under the CCP was converted to an opening cash balance account. Subsequently, for each year of credited service, an annual allocation of 3.2% of compensation will be credited to the participant's account. This accumulated amount will earn annual interest credits equal to the average rate for one-year U.S. Treasury bills for the month of November of the previous plan year (for 1996, the May rate was used). In no event shall the annuity benefit so determined be less than the Accrued Benefit at 6/30/96 under the CCP, including early retirement subsidies.</p> <p>Benefit accruals are frozen.</p>

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested	
• Eligibility	All participants who terminate after completing three years of vesting service.
• Benefit	Same as for Normal Retirement.
Disability	
• Eligibility	Participant unable to perform his duties by reason of physical or mental illness or disease which is expected to result in death or to last indefinitely, as determined under the Federal Social Security Act.
• Benefit	Upon total and permanent disability, a participant will be deemed to have continued his or her employment at the same rate of compensation as in effect at the time of disability until the earliest of a) Normal Retirement Date or b) the Participant's death or c) the Participant's disability ceases.
Pre-retirement death	
• Eligibility	All participants who die after completing three years of vesting service.
• Benefit before normal retirement	In the case of any Participant who dies before the distribution of his or her benefits under the Plan, the CCBP account balance is payable to the beneficiary.
• Benefit after normal retirement	Same as benefit before normal retirement.
Form of benefits	
• Automatic form for unmarried participants	The normal form of benefit is a single life annuity.
• Automatic form for married participants	The normal form of benefit is a 50% Joint and Survivor annuity.
• Optional forms	<p><u>Lump Sum</u>: available to CCBP participants only, under this option, a participant may elect to receive the value of his account in a single lump sum payment. Such value will not be less than the value of the CCP benefit payable at NRD based on current 417(e) assumptions.</p> <p><u>Joint and Survivor Annuity</u>: Under this option, a participant may elect to receive reduced monthly installments during his or her lifetime with a percentage designated by the participant equal to 50%, 75% or 100% of said income, payable upon the participant's death.</p> <p><u>Certain and Continuous Annuity</u>: Under this option, a participant may elect to receive a level retirement income payable for his or her lifetime provided that in the event of his or her death within 10 or 20 years (as chosen by the participant) following the start of payments, his or her benefit will continue to a designated beneficiary for the balance of the chosen period.</p>

Schedule SB, Part V — Summary of Plan Provisions

Conversion factors are based on factors set in the plan document, as follows:

	Form	Factor
i.	Straight Life Annuity	1.00
ii.	50% Joint and Survivor Annuity	0.90
iii.	75% Joint and Survivor Annuity	0.86
iv.	100% Joint and Survivor Annuity	0.82
v.	10-year Certain & Continuous Annuity	0.94
vi.	20-year Certain & Continuous Annuity	0.84

If the beneficiary is more than five years older/younger than the participant, the reduction for the Joint and Survivor options increases/decreases by .5% for each year in excess of five (5).

Miscellaneous

- Grandfathered participants** Employees who were CCP participants on June 30, 1996 and had attained age 50 and completed 10 years of vesting service at July 1, 1996 shall receive the greater of the CCBP benefit and their CCP benefit as if the CCP continued to be in effect. The CCP benefit will be calculated using Average Annual Compensation and Credited Service according to the provisions of the CCP Plan. The benefit is reduced 6% per year for early commencement prior to age 60. Actuarial equivalence is based on TPF&C 1971 Forecast Mortality, male rates, and 9% interest.
- Maximum benefits** Annual benefits may not exceed the limits in IRC Section 415. This limit is indexed annually. For 2024, the limit is \$275,000.

Benefits included or excluded

Unless noted below, all benefits provided by the plan, are included in this valuation:

- Most recent plan amendments included:** All amendments adopted through December 31, 2023.
- Plan amendments excluded:** None
- Late retirement increases:**
 - Active participants:* The plan applies late retirement actuarial increases for all participants who defer retirement beyond their normal retirement date and this valuation includes those increases.
 - Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase.
- Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all

Schedule SB, Part V — Summary of Plan Provisions

participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

- **IRC Section 436 benefit restrictions:**

- *Plan amendments:* See above.
- *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
- *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.

- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

Maximum benefit amounts under IRS rules were updated from 2023 to 2024.

During 2023, the plan sponsor purchased annuity contracts for certain retirees.

Young & Rubicam LLC
Career Cash Balance Continuation Plan

Schedule Pursuant to Department of Labor Requirements
December 31, 2024

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

EIN #: 13-1493710
Plan #: 004

(a)	(b) Identity of Issue, 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
	MONEY MARKET FUND	SHARES/UNITS		
*	JPMorgan Federal Money Market Fund	3,359,567	<u>\$ 3,359,567</u>	<u>\$ 3,359,567</u>
	COMMON/COLLECTIVE TRUSTS			
*	BlackRock Intermediate Term Credit Bond Index Fund	359,820	21,090,458	23,231,409
*	BlackRock Long Duration Corporate Credit Screened Fund	810,054	12,285,022	14,805,063
*	BlackRock Intermediate Government Bond Index Fund	247,334	11,115,457	11,552,294
*	BlackRock MSCI ACWI IMI Index Fund	182,637	2,317,702	6,497,039
*	BlackRock Long Term Government Bond Index Fund	14,749	1,216,515	1,108,162
*	BlackRock Short-Term Investment Fund	28,067	<u>28,067</u>	<u>28,067</u>
	Total Common/Collective Trusts		<u>48,053,221</u>	<u>57,222,034</u>
	Total Investments		<u>\$ 51,412,788</u>	<u>\$ 60,581,601</u>

* Denotes a party-in-interest as defined by ERISA.

Schedule SB, line 32 — Schedule of Amortization Bases

The total shortfall amortization charge is the sum of the individual shortfall amortization installments for each plan year since the IRC Section 430 changes made by ARPA took effect for the plan. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than \$0.

Shortfall bases				
Year established	Outstanding balance	Years remaining		2022 installment
2021	\$ 6,287,275	12	\$	670,760
2022	\$ (6,188,053)	13		(622,632)
2023	\$ 2,448,490	14		233,691
2024	4,229,984	15		384,846
Total	\$ 6,777,696		\$	666,665

Schedule SB, line 24 — Change in Actuarial Assumptions

- As of January 1, 2024, the expected return on assets assumption was updated from 4.50% to 4.75%.
- The administrative expense assumption was updated to \$900,000 for 2024.
- The cash balance interest crediting rate assumption was updated to reflect the estimated 10-year forward rate for 1-year U.S. Treasuries.