

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan 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.	OMB Nos. 1210-0110 1210-0089 <h1 style="margin: 0;">2024</h1> This Form is Open to Public Inspection
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Part I Annual Report Identification Information
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

a single-employer plan a DFE (specify) _____

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

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

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

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

special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

1a Name of plan <u>CH2M HILL OMI RETIREMENT PLAN</u>	1b Three-digit plan number (PN) ▶ <u>006</u>
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>CH2M HILL COMPANIES, LTD</u> <u>9191 SOUTH JAMAICA STREET</u> <u>ENGLEWOOD, CO 80112</u>	1c Effective date of plan <u>01/01/1981</u> 2b Employer Identification Number (EIN) <u>93-0549963</u> 2c Plan Sponsor's telephone number <u>303-771-0952</u> 2d Business code (see instructions) <u>221300</u>

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.

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2025	SABRINA BECKER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
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	
5 Total number of participants at the beginning of the plan year	5	1857
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 a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	456
	6a(2)	413
	6b	460
	6c	617
	6d	1490
	6e	146
	6f	1636
	6g(1)	
	6g(2)	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1A 1C 3H

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

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

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

a Pension Schedules

- (1) **R** (Retirement Plan Information)
- (2) **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) **DCG** (Individual Plan Information) – Number Attached _____
- (5) **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) **H** (Financial Information)
- (2) **I** (Financial Information – Small Plan)
- (3) **A** (Insurance Information) – Number Attached 0
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

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>CH2M HILL OMI RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>006</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>CH2M HILL COMPANIES, LTD</u>	D Employer Identification Number (EIN) <u>93-0549963</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>95411618</u>
	b Actuarial value	2b	<u>102056159</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>565</u>	<u>49369049</u>
	b For terminated vested participants	<u>836</u>	<u>25223632</u>
	c For active participants	<u>456</u>	<u>21590948</u>
	d Total	<u>1857</u>	<u>96183629</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>5.10 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>146782</u>
	b Expected plan-related expenses	6b	<u>1300000</u>
	c Target normal cost	6c	<u>1446782</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 <u>LONDON HORTON</u> Signature of actuary <u>WILLIS TOWERS WATSON US LLC</u> Firm name <u>500 NORTH AKARD STREET</u> <u>SUITE 4300</u> <u>DALLAS, TX 75201</u> Address of the firm	<u>09/19/2025</u> Date <u>23-07451</u> Most recent enrollment number <u>214-530-4200</u> Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

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	14375010
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	2980655
9	Amount remaining (line 7 minus line 8)	0	11394355
10	Interest on line 9 using prior year's actual return of <u>11.26</u> %	0	1283004
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>5.24</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	12677359

Part III Funding Percentages			
14	Funding target attainment percentage	14	92.90 %
15	Adjusted funding target attainment percentage	15	106.07 %
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	93.01 %
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 %	<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 1446782
b Excess assets, if applicable, but not greater than line 31a			31b 0
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	6829004	649934	
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 2096716
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	2096716	2096716
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 checked="" type="checkbox"/> 2020 <input 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 CH2M HILL OMI RETIREMENT PLAN	B Three-digit plan number (PN) ▶	006
C Plan sponsor's name as shown on line 2a of Form 5500 CH2M HILL COMPANIES, LTD	D Employer Identification Number (EIN) 93-0549963	

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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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)

WILLIS TOWERS WATSON US LLC

53-0181291

(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 15 50	ACTUARY	454881	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)

BANK OF AMERICA

94-1687665

(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?
21 50 62 99	TRUSTEE	74297	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

ERNST & YOUNG

34-6565596

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	AUDITOR	53300	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

IVINS PHILLIPS & BARKER CHTD.

52-1229560

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	LEGAL	43436	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 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.	OMB No. 1210-0110 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 CH2M HILL OMI RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 006
C Plan sponsor's name as shown on line 2a of Form 5500 CH2M HILL COMPANIES, LTD	D Employer Identification Number (EIN) 93-0549963

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	
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions	1b(1)	
(2) Participant contributions	1b(2)	
(3) Other	1b(3)	795486 843577
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2596850 2740323
(2) U.S. Government securities	1c(2)	3535248 1741772
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A)	69353564 66915855
(B) All other	1c(3)(B)	2125713 1968146
(4) Corporate stocks (other than employer securities):		
(A) Preferred	1c(4)(A)	
(B) Common	1c(4)(B)	1972740 868603
(5) Partnership/joint venture interests	1c(5)	
(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)	
(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)	14990209 14973656
(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	95369810	90051932
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	95369810	90051932

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)	119262	
(B) U.S. Government securities.....	2b(1)(B)	57741	
(C) Corporate debt instruments.....	2b(1)(C)	3195420	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)	116445	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		3488868
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	45224	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	246763	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		291987
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	49822160	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	49127928	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		694232
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	-10433316	
(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)		
(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)		8232536
c Other income	2c		667
d Total income. Add all income amounts in column (b) and enter total	2d		2274974

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	6367386	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		6367386
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)	411003	
(4) IQPA audit fees	2i(4)	53300	
(5) Investment advisory and investment management fees	2i(5)	4731	
(6) Bank or trust company trustee/custodial fees	2i(6)	74297	
(7) Actuarial fees	2i(7)	43878	
(8) Legal fees	2i(8)	43436	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	594821	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1225466
j Total expenses. Add all expense amounts in column (b) and enter total	2j		7592852

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-5317878
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: ERNST & YOUNG

(2) EIN: 34-6565596

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		30000000
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.)			
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 547440.

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>CH2M HILL OMI RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>006</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>CH2M HILL COMPANIES, LTD</u>	D Employer Identification Number (EIN) <u>93-0549963</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
---	---	---

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): 41-6257133

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	221
--	---	-----

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.)
----------------	---

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.
----------------	---

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: 18.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 79.0 %
 High-Yield Debt: 0.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 3.0 % 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 _____.

Financial Statements and Supplemental Schedules

CH2M HILL OMI RETIREMENT PLAN
Years Ended December 31, 2024 and 2023
With Report of Independent Auditors

CH2M HILL OMI Retirement Plan
Financial Statements and Supplemental Schedules
Years Ended December 31, 2024 and 2023

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Report of Independent Auditors

The Administrative Committee and Investment Committee
CH2M HILL OMI Retirement Plan

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

We have performed audits of the financial statements of CH2M HILL OMI Retirement 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, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the “financial statements”).

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor’s Responsibilities for the Audit of the Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.



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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions,



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misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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



**Shape the future
with confidence**

Other Matter

Supplemental Schedules Required by ERISA

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

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including 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).

Ernst + Young LLP

October 15, 2025

CH2M HILL OMI Retirement Plan
Statements of Net Assets Available for Benefits

	December 31	
	2024	2023
Assets		
Investments, at fair value	\$ 89,208,355	\$ 94,574,324
Accrued income	843,577	795,486
Total assets	\$ 90,051,932	\$ 95,369,810
 Net assets available for benefits	\$ 90,051,932	\$ 95,369,810

See accompanying notes.

CH2M HILL OMI Retirement Plan
Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31	
	2024	2023
Additions (deductions)		
Investment income (loss):		
Interest income	\$ 3,488,868	\$ 3,220,530
Dividend income	291,987	295,890
Net (depreciation) appreciation in fair value of investments	(1,505,881)	6,680,640
Net investment income (loss)	2,274,974	10,197,060
Benefits paid to participants or their beneficiaries	(6,367,386)	(6,569,801)
Administrative expenses	(1,225,466)	(2,279,254)
	(7,592,852)	(8,849,055)
Net (decrease) increase in net assets available for benefits	(5,317,878)	1,348,005
Net assets available for benefits at beginning of years	95,369,810	94,021,805
Net assets available for benefits at end of years	\$ 90,051,932	\$ 95,369,810

See accompanying notes.

CH2M HILL OMI Retirement Plan
Notes to Financial Statements
December 31, 2024

1. Description of the Plan

The following description of the CH2M HILL OMI Retirement Plan (the Plan) provides only general information. Participants and all others should refer to the Plan document for a more complete description of the Plan's provisions.

The Plan is a non-contributory defined benefit pension plan covering substantially all employees of CH2M HILL OMI, Inc. (the Company), a wholly owned subsidiary of CH2M HILL Companies, Ltd., (CH2M), a wholly owned subsidiary of Jacobs Engineering Group Inc. (Jacobs). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Bank of America, N.A. serves as trustee and manages Plan assets. Willis Towers Watson is the Plan's third-party administrator. The general administration of the Plan is overseen by the Administrative Committee and the investment-related authorities and responsibilities are overseen by the Investment Committee.

The Plan was originally adopted effective January 1, 1981. From time to time, the Plan has been amended as discussed in this section and to conform to the provisions of the Internal Revenue Code of 1986, as amended (the Code), to make certain administrative changes to the Plan, to clarify the application of certain of the Plan's terms and conditions, and for other reasons. The Plan was amended effective January 1, 2011 to freeze future benefit accruals and implement a cash balance feature and new form of distribution for non-grandfathered participants. The Plan was further amended effective October 11, 2011 to clarify early retirement factors for Oak Ridge Members (Oak Ridge).

The Plan was amended and restated, effective January 1, 2013, to incorporate previous amendments. The Plan was further amended effective January 1, 2017, to freeze benefits for non-union participants, and in 2017 to make certain clarifications regarding benefits payable to bargained employees. On December 15, 2017, Jacobs completed the acquisition of CH2M by acquiring 100% of the outstanding shares of CH2M common and preferred stock. Jacobs subsequently amended the plan in 2017 and 2018 to incorporate Jacobs standard amendment and governance provisions and similar matters and updates. The Plan was restated effective January 1, 2020, in order to obtain a new Internal Revenue Service determination letter. The Plan was further amended effective July 1, 2021 to provide individuals in qualifying domestic partnerships the same benefits as individuals in a marriage, to the extent legal and feasible and in a manner consistent with Section 12B of the San Francisco Administrative Code.

Plan participation commences on the entry date (January 1 or July 1) after the employee reaches age 21 and completes 1,000 hours of service in a consecutive 12-month period. The formula for which an employee is eligible depends on their work location (Oak Ridge or otherwise), their hire date, and their bargained status. Employees could be eligible for

CH2M HILL OMI Retirement Plan

Notes to Financial Statements (continued)

either the average pay formula, the Oak Ridge final average pay formula, or the cash balance benefit formula. A participant's retirement benefits become 100% vested upon the completion of five years of service or, for participants who earned under the cash balance benefit formula, three years of service. The normal form of retirement benefits is a life annuity. Other optional forms of benefits are available under certain circumstances.

On September 27, 2024, Jacobs Solutions, Inc. and its affiliates completed a Reverse Morris Trust transaction pursuant to which (i) Jacobs Solutions, Inc. and its affiliates first transferred its Critical Mission Solutions business and portions of its Divergent Solutions business to Amazon Holdco Inc. (SpinCo), which has since been renamed Amentum Holdings, Inc., (ii) Jacobs Solutions, Inc. then effectuated a spin-off of SpinCo by distributing 124,084,108 shares of SpinCo common stock, by way of a pro rata distribution to its shareholders such that each holder of shares of Jacobs Solutions, Inc. common stock was entitled to receive one share of SpinCo common stock for each share of Jacobs Solutions, Inc. common stock held as of the record date, September 23, 2024, and (iii) finally, Amentum Parent Holdings LLC merged with and into SpinCo, with SpinCo surviving the merger. Amentum Holdings, Inc., as the surviving entity of the transaction, is now an independent public company with common stock listed on the New York Stock Exchange under the symbol "AMTM". The spin-off had no material effect on the Plan's assets or obligations.

Average Pay Formula for Employees Other than Oak Ridge

Employees other than Oak Ridge, with five or more years of service are entitled to annual pension benefits beginning at normal retirement age equal to 1.5% of average monthly compensation, as defined in the Plan, multiplied by years of credited service not to exceed 20 years, plus one-half of 1% of average monthly compensation, as defined in the Plan, multiplied by years of credited service in excess of 20 years. Years of credited service are accrued monthly based on the number of completed months worked.

An employee, other than Oak Ridge, is eligible for early retirement when the participant has both attained age 55 and completed at least 10 years of vesting service. The normal monthly retirement benefit for early retirement is a benefit commencing on the normal retirement date equal to 1.5% of the participant's average monthly compensation, multiplied by the years of benefit service, no more than 20 years, that the participant would have completed had his or her employment continued until his or her normal retirement date plus one-half of 1% of the participant's average monthly compensation multiplied by the years of benefit service in excess of 20 years that the participant would have completed had his or her employment with the employer continued until his or her normal retirement date, multiplied by the participant's accrued benefit ratio.

CH2M HILL OMI Retirement Plan

Notes to Financial Statements (continued)

Participants eligible for late retirement, other than Oak Ridge participants, have their benefits adjusted in accordance with actuarial assumptions.

If a participant other than Oak Ridge dies prior to starting his or her benefit, death benefits depend upon the participant's age and service and are payable to surviving spouses to whom the participant was married for at least one year at the time of death.

Effective January 1, 2008, for employees other than Oak Ridge, a participant shall be eligible for a total disability benefit provided the participant is at least age 62 and 100% vested in his or her accrued benefit as of the severance date.

Oak Ridge Final Average Pay Formula

For Oak Ridge participants, the monthly benefit for normal retirement is the largest of the three separate benefit calculation methods, as defined in the Plan. Normal retirement age is 65 for all participants.

Oak Ridge participants can be eligible for unreduced early retirement benefits when the participant either completes 10 years of service and retires at or after age 62 or accumulates 85 years between the participant's age and service. An Oak Ridge participant is eligible for reduced early retirement benefits when the participant has completed 10 years of service and has attained the age of 50 but not age 62 and is not eligible for unreduced early retirement benefits. The reduced benefit is generally equal to the normal retirement benefit reduced in accordance with the "Oak Ridge Pension Reduction Table" as defined in the Plan document.

If an Oak Ridge participant dies prior to starting his or her benefit, death benefits depend upon the participant's age and service and are payable to surviving spouses to whom the participant was married for at least one year at the time of death.

For Oak Ridge, a disabled participant shall be entitled to benefits commencing at the normal retirement date, assuming the average monthly compensation, as defined, the participant would have had if the participant had continued until his or her normal retirement date to receive compensation, as defined, at the rate the participant was receiving when the disability was incurred and the years of service as if the participant's active employment had continued until the normal retirement date.

Cash Balance Benefit

Certain employees are eligible for a cash balance benefit under the Plan, effective January 1, 2011. The cash balance benefit is expressed as the value of an account to which is credited a pay credit equal to 3% of the participant's eligible compensation each year and interest credits based on the plan's specified rate. Effective January 1, 2017, pay credit

CH2M HILL OMI Retirement Plan

Notes to Financial Statements (continued)

benefits were frozen for non-union participants. The participant's retirement benefit is payable in either a lump sum equal to the cash balance account or in an annuity form that is actuarially equivalent to the cash balance account.

The Company has voluntarily agreed to contribute such additional amounts as are necessary to provide assets sufficient to meet the benefits to be paid to Plan participants. The Company's present intention is to make contributions in amounts sufficient to fund the Plan's current service costs and to fund past service costs, plus interest.

The Plan has met ERISA's minimum funding requirement for the years ended December 31, 2024 and 2023 and as such there were no required contributions for the plan years 2024 and 2023.

Although the Company has not expressed any intent to do so, it has the right to discontinue its contributions at any time and terminate the Plan. In the event of a termination, the assets of the Plan are to be set aside for the payment of vested benefits, and then for the payment of all other accrued benefits. If all liabilities to participants and their beneficiaries have been satisfied, remaining assets may be distributed to the Company. The Pension Benefit Guaranty Corporation guarantees the payment of all non-forfeitable basic benefits, subject to certain limitations prescribed by ERISA. Benefit payments to participants and their beneficiaries cease at death.

2. Significant Accounting Policies

The accounting records of the Plan are maintained on the accrual basis. Benefits paid to participants or their beneficiaries are recorded when paid.

The preparation of financial statements in conformity with accounting principles generally accepted in the United States (U.S. GAAP) requires management to make estimates and assumptions that affect amounts reported in the financial statements and accompanying notes and supplemental schedules. Actual results could differ from those estimates.

The investments are stated at fair value. U.S. GAAP establishes a framework for measuring fair value. This framework is codified in Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurement*. ASC 820 provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

CH2M HILL OMI Retirement Plan

Notes to Financial Statements (continued)

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

Level 2 – Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets
- Quoted prices for identical or similar assets or liabilities in inactive markets
- Inputs other than quoted prices that are observable for the asset or liability
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means

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

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

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

The investment in the interest-bearing cash is held within an interest-bearing cash account for which carrying value approximates fair value.

Shares of mutual funds are valued at the quoted price of shares held at the Plan year-end.

Shares of common stock and U.S. government securities are valued based on quoted market prices.

Shares of corporate and municipal bonds are valued based on pricing models, which are determined from a compilation of primarily observable market information, broker quotes in non-active markets or similar assets.

Realized gains or losses and the change in the difference between fair value and the cost of investments (unrealized gains or losses) are reflected in the accompanying statements of changes in net assets available for benefits as net appreciation (depreciation) in fair value of investments.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date.

CH2M HILL OMI Retirement Plan

Notes to Financial Statements (continued)

Administrative expenses for certain professional services, including trustee, investment, legal, audit, and actuary fees, are paid by the Plan.

3. 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 to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries; (b) beneficiaries of employees who have died; and (c) present employees or their beneficiaries.

The actuarial present value of accumulated plan benefits is determined by an independent actuary and is that amount which results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

The accumulated plan benefits were calculated as of January 1, 2024 and 2023. Had the valuation been performed as of December 31, 2023 and 2022, there would be no material difference.

The significant actuarial methods and assumptions used in the actuarial valuation as of December 31, 2023 and 2022 were as follows:

December 31, 2023 Assumptions:

Actuarial cost method	Unit Cost Method
Interest rate	4.60%
Compensation increases	Compensation increase rates vary by age, ranging from 3-6%
Mortality	Benefit weighted No-Collar Pri-2012 tables with a base year of 2012, with separate rates for annuitants and non-annuitants (based on Employees table) and separate rates for retirees/contingent annuitants and contingent survivors projected forward using Scale MP-2021 modified with proxy SSA long-term improvement rates with generational projection.
Retirement age	Rates of retirement vary by age for employees beginning at age 55

CH2M HILL OMI Retirement Plan

Notes to Financial Statements (continued)

December 30, 2022 Assumptions:

Actuarial cost method	Unit Cost Method
Interest rate	5.50%
Compensation increases	Compensation rate ranges by age, increasing by age from 3-6%
Mortality	Benefit weighted No-Collar Pri-2012 tables with a base year of 2012, with separate rates for annuitants and non-annuitants (based on Employees table) and separate rates for retirees/contingent annuitants and contingent survivors projected forward using Scale MP-2021 modified with proxy SSA long-term improvement rates with generational projection.
Retirement age	Rates of retirement vary by age for employees beginning at age 55

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. Due to uncertainties inherent in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

CH2M HILL OMI Retirement Plan

Notes to Financial Statements (continued)

The Plan's actuary determined present value of accumulated plan benefits as of December 31 is as follows:

	2023
Vested benefits:	
Participants currently receiving benefits	\$ 51,318,925
Participants with deferred benefits	27,392,226
Participating Employees	21,538,758
	100,249,909
Non-vested benefits	—
Total accumulated benefits	\$ 100,249,909

The following table summarizes the changes in the actuary determined present value of accumulated plan benefits for the year ended December 31:

	2023
Actuarial present value of accumulated plan benefits as of the beginning of the year	\$ 92,696,038
Increases (decreases) during the year attributable to:	
Benefits accumulated	178,947
Actuarial (gains)/losses	1,576,615
Decrease in discount period	4,927,455
Benefits paid	(6,569,801)
Assumption changes	7,440,655
Actuarial present value of accumulated plan benefits as of the end of the year	\$ 100,249,909

4. Investments

The concentrations of both credit risk and market risk are dictated by the investment objectives. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of those investments, it is at least reasonably possible that changes in risks in the near term could materially affect the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

All investment information disclosed in the accompanying financial statements and supplemental schedules, including investments held and accrued income at December 31, 2024 and 2023, and net appreciation (depreciation) in fair value of investments, interest

CH2M HILL OMI Retirement Plan

Notes to Financial Statements (continued)

income, and dividend income for the years then ended was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Bank of America, N.A.

The following table sets forth the Plan's assets at fair value, by level, within the fair value hierarchy, as of December 31, 2024:

	Level 1	Level 2	Level 3	Total
Interest-bearing cash	\$ 2,740,323	\$ —	\$ —	\$ 2,740,323
Common stock	868,603	—	—	868,603
Corporate bonds		66,915,855	—	66,915,855
U.S. government securities	1,741,772	—	—	1,741,772
Mutual funds	14,973,656	—	—	14,973,656
Municipal bonds	—	1,968,146	—	1,968,146
Total investments	\$ 20,324,354	\$ 68,884,001	\$ —	\$ 89,208,355

The following table sets forth the Plan's assets at fair value, by level, within the fair value hierarchy, as of December 31, 2023:

	Level 1	Level 2	Level 3	Total
Interest-bearing cash	\$ 2,596,850	\$ —	\$ —	\$ 2,596,850
Common stock	1,972,740	—	—	1,972,740
Corporate bonds	—	69,353,564	—	69,353,564
U.S. government securities	3,535,248	—	—	3,535,248
Mutual funds	14,990,209	—	—	14,990,209
Municipal bonds		2,125,713		2,125,713
Total investments	\$ 23,095,047	\$ 71,479,277	\$ —	\$ 94,574,324

5. Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service (IRS) dated May 4, 2021, stating that the Plan is qualified under Section 401(a) of the Code and, therefore, the related trust is exempt from taxation. Subsequent to this determination, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The plan administrator has indicated that it will take the necessary steps, if any, to bring the Plan's operations into compliance with the Code.

U.S. GAAP requires Plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded there were no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

6. Transactions With Parties-in-Interest and Related Parties

There were no transactions with parties-in-interest other than purchases and sales of assets through the Plan's investment manager and the money market fund investment being managed by the Plan's trustee. The Plan investment manager's fees are based on customary and reasonable rates for such services and are paid by the Plan. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transaction rules under ERISA.

7. Subsequent Events

The Plan has evaluated subsequent events through October 15, 2025, the date the financial statements were available to be issued.

No material subsequent events have occurred since December 31, 2024, that require recognition or disclosures in the financial statements.

Supplemental Schedules

CH2M HILL OMI Retirement Plan
EIN #93-0549963 Plan #006
Schedule H – Schedule of Assets (Held at End of Year)
December 31, 2024

Identity of Issuer, Borrower, Lessor, or Similar Party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current Value
FIDELITY INVESTMENTS MONEY MARKET TREASURY ONLY - INSTITUTIONAL CLASS	Interest bearing cash account	2,740,323	2,740,323
Total Interest Bearing Cash		2,740,323	2,740,323
Common Stock			
3I GROUP PLC SHS	447 shares	4,117	10,102
AIB GROUP ADR	611 shares	6,793	6,635
ARM HLDGS PLC SPONSORED ADR	27 shares	2,035	3,331
ASE TECHNOLOGY HOLDING CO ADR	1,293 shares	9,093	13,021
ASML HLDG NV NY REG SHS	20 shares	12,060	13,862
ASTRAZENECA PLC SPND ADR	115 shares	6,534	7,535
BAE SYS PLC SPN ADR	196 shares	6,123	11,203
BCE INC	104 shares	5,857	2,411
BHP GROUP LTD	63 shares	3,739	3,076
BNP PARIBAS SPONSORD ADR	239 shares	7,193	7,337
BRITISH AMN TOBACO SPADR	304 shares	11,753	11,041
BUNZL PLC ADR	514 shares	7,286	10,671
CHOCOLADEFABRIKEN - UNSP	917 shares	10,622	10,445
CIE FINANCIERE RICHEMONT SA SHS	605 shares	5,278	9,184
CIE GENERALE DES ETABLISSEMENTS MICHELIN	456 shares	7,702	7,474
COCA COLA FEMSA SP ADR	131 shares	7,792	10,204
COCA-COLA EUROPACIFIC PARTNERS PLC SHS	156 shares	9,813	11,982
COMPAGNIE DE SAINT-UNSP ADR	424 shares	4,773	7,507
DEUTSCHE POST AG SHS SP ADR	159 shares	6,409	5,549
DEUTSCHE TELE AG SPN ADR	386 shares	7,464	11,522
DIAGEO PLC SPSD ADR NEW	118 shares	15,865	15,001
DNB BANK ASA SHS ADR	387 shares	8,355	7,701
ENEL SOCIETA PER AZIONI UNSP	1,596 shares	10,919	11,300
ERSTE GROUP BK SP ADR	332 shares	5,211	10,202
ESSILORLUXOTTICA SA	85 shares	7,661	10,257
FERGUSON ENTERPRISES INC REG SHS	40 shares	8,069	6,943
GLENCORE PLC	42 shares	549	367
GSK PLC SHS ADR	238 shares	10,290	8,049
HAIER SMART HOME CO LTD- ADR	447 shares	7,090	6,258
HALEON PLC SHS ADR	860 shares	7,950	8,204
HDFC BANK LTD ADR	105 shares	7,113	6,705
HSBC HLDG PLC SP ADR	99 shares	3,399	4,897
IBERDROLA S A ADR	380 shares	19,073	20,953
INFINEON TECHS AG SPADR	216 shares	5,088	7,005
INTESA SANPAOLO SPON ADR	388 shares	5,243	9,370
ITOCHU CORP ADR	74 shares	7,544	7,293
JULIUS BAER GROUP ADR	591 shares	6,771	7,610
KOMATSU NEW NEW SPNSDADR	406 shares	11,184	11,092
LEGRAND SA-UNSP	485 shares	10,084	9,365
LIBERTY MEDIA CORP REG SHS SERIES SER -C- CL C	117 shares	7,965	10,841
LLOYDS BANKING GROUP PLC ADR	2,495 shares	7,003	6,786
LULULEMON ATHLETICA INC	17 shares	6,117	6,501
MERCADOLIBRE INC	7 shares	4,250	11,903
MERCEDES-BENZ GROUP AG	462 shares	8,893	6,385
MINITSUBISHI UFJ FINL GRP INC	1,035 shares	5,831	12,130
MS&AD INS GROUP HLDGS UNSP ADR	1,025 shares	16,872	22,314
MUENCHENER RUECK-UNSPON	1,250 shares	8,490	12,525
NESTLE S A REP RG SH ADR	102 shares	13,394	8,333
NN GROUP NV -	319 shares	6,790	6,967
NOVARTIS ADR	147 shares	12,509	14,305
NOVO NORDISK A S ADR	110 shares	9,101	9,462
NTT INC ADR	441 shares	12,887	11,011
NU HOLDINGS LTD REG SHS CL A	498 shares	5,198	5,159
PERNOD RICARD SA - SPON	99 shares	2,235	2,226
PETROLEO BRAS VTG SPD ADR	646 shares	10,743	8,308
PT BANK CENT ASIA TBK SHS	538 shares	8,240	7,790
RECKITT BENCKISER GROUP PLC SHS SPONSORE ADR	664 shares	11,505	7,981
RECRUIT HOLDINGS CO.LTD. SHS ADR	572 shares	3,621	7,991
RELX PLC	265 shares	7,941	12,036
RIO TINTO PLC SPNSRD ADR	208 shares	14,270	12,232
ROCHE HLDG LTD SPN ADR	495 shares	18,073	17,266
SANOFI ADR	270 shares	14,036	13,022
SAP SE SHS	81 shares	9,639	19,943
SCHNEIDER ELEC SE ADR	261 shares	3,850	12,956
SHELL PLC	314 shares	13,914	19,672
SIEMENS AG ADR	262 shares	19,570	25,330
SMC CORP JAPAN SPONSORED ADR	272 shares	5,058	5,271
SMURFIT WESTROCK LTD REG SHS	295 shares	13,906	15,889
SOFTBANK CORP-UNSP ADR	1,080 shares	12,428	13,586
SONIC HEALTHCARE LTD SHS ADR	222 shares	5,464	3,703
SONY GROUP CORP	629 shares	7,354	13,310
SVENSKA HANDELSBANKEN AB SHS	2,471 shares	12,816	12,627
TAIWAN S MANUFCTRING ADR	127 shares	6,538	25,081
TAYLOR WIMPEY PLC ADR	442 shares	9,446	6,692
TENCENT HOLDINGS LTD ADR	200 shares	9,149	10,636
TENCENT MUSIC ENTERTAINMENT GROUP	557 shares	6,362	6,322
TESCO PLC	822 shares	10,102	11,524
TOKIO MARINE HOLDINGS INC, TOKYO ADR	378 shares	7,488	13,616
TOTALENERGIES SE	101 shares	5,247	5,505
TOYOTA MOTOR CORP ADR	40 shares	6,800	7,784
UNILEVER PLC NEW ADR	225 shares	11,278	12,758
UNTD OVERSEAS BK SPN ADR	305 shares	14,102	16,269
UPM-KYMMENE OYJ-UNSPON ADR	193 shares	6,382	5,333
VEOLIA ENVIRONNEMENT ADR	303 shares	3,931	4,257
VESTAS WIND SYTS AS ADR	917 shares	5,906	4,154
VOLVO AB-A SHS-UNSPON ADR	263 shares	4,865	6,352
ZURICH INSURANCE GROUP AG SHS SPON ADR	468 shares	9,513	13,895
Total Common Stock		736,966	868,603

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Corporate Bonds

ABBOTT LABORATORIES GLB 04.900% NOV 30 2046	175,000 shares	208,796	163,350
ABBVIE INC GLB 03.200% NOV 21 2029	105,000 shares	117,479	97,456
ABBVIE INC GLB 04.250% NOV 14 2028	100,000 shares	96,834	98,474
ABBVIE INC GLB 04.250% NOV 21 2049	95,000 shares	106,870	77,239
ABBVIE INC GLB 04.700% MAY 14 2045	335,000 shares	322,590	295,587
ABBVIE INC GLB 04.875% NOV 14 2048	400,000 shares	477,711	359,176
ACE INA HOLDINGS COMPANY GUARNT 04.150% MAR 13 2043	255,000 shares	220,366	213,231
ACTAVIS FUNDING SCS COMPANY GUARNT GLB 04.850% JUN 15 2044	137,000 shares	130,559	101,451
AEP TEXAS INC SER G GLB 04.150% MAY 01 2049	210,000 shares	214,305	158,539
AERCAP IRELAND CAP/GLOBA COMPANY GUARNT GLB 03.300% JAN 30 2032	795,000 shares	661,165	692,699
ALPHABET INC GLB 02.050% AUG 15 2050	185,000 shares	130,640	102,508
ALTRIA GROUP INC COMPANY GUARNT GLB 04.000% FEB 04 2061	65,000 shares	60,341	45,368
AMAZON.COM INC GLB 02.700% JUN 03 2060	25,000 shares	24,704	14,341
AMAZON.COM INC GLB 03.100% MAY 12 2051	5,000 shares	5,273	3,370
AMAZON.COM INC GLB 03.250% MAY 12 2061	115,000 shares	114,234	74,820
AMAZON.COM INC GLB 03.875% AUG 22 2037	455,000 shares	445,141	401,842
AMAZON.COM INC GLB 04.050% AUG 22 2047	70,000 shares	68,074	57,842
AMAZON.COM INC GLB 04.100% APR 13 2062	120,000 shares	119,860	93,906
AMAZON.COM INC GLB 04.800% DEC 05 2034	5,000 shares	6,351	4,976
AMERICAN INTL GROUP GLB 04.375% JUN 30 2050	60,000 shares	60,461	49,585
AMERICAN INTL GROUP GLB 04.750% APR 01 2048	100,000 shares	102,370	88,346
AMERICAN TOWER CORP GLB 03.100% JUN 15 2050	125,000 shares	109,079	80,180
AMGEN INC GLB 03.375% FEB 21 2050	255,000 shares	236,065	174,254
AMGEN INC GLB 04.200% FEB 22 2052	70,000 shares	70,616	54,053
AMGEN INC GLB 04.400% MAY 01 2045	100,000 shares	94,165	82,938
AMGEN INC GLB 04.663% JUN 15 2051	165,000 shares	162,944	138,150
AMGEN INC GLB 05.650% MAR 02 2053	650,000 shares	659,834	625,800
ANHEUSER-BUSCH CO/INBEV COMP GUARNT SER GLB 04.700% FEB 01 2036	500,000 shares	467,960	474,260
ANHEUSER-BUSCH CO/INBEV COMP GUARNT SER GLB 04.900% FEB 01 2046	550,000 shares	533,742	500,153
ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 04.375% APR 15 2038	200,000 shares	181,390	180,842
ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 04.439% OCT 06 2048	15,000 shares	16,229	12,664
ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 04.600% APR 15 2048	146,000 shares	130,883	127,839
ANTHEM INC GLB 03.125% MAY 15 2050	325,000 shares	253,168	207,896
ANTHEM INC GLB 04.101% MAR 01 2028	750,000 shares	724,815	732,937
APPALACHIAN POWER CO SER BB GLB 04.500% AUG 01 2032	95,000 shares	86,472	89,380
APPALACHIAN POWER CO SER Y GLB 04.500% MAR 01 2049	50,000 shares	52,164	40,035
APPALACHIAN POWER CO SER Z GLB 03.700% MAY 01 2050	50,000 shares	49,704	34,709
APPLE INC GLB 02.650% FEB 08 2051	25,000 shares	24,759	15,424
APPLE INC GLB 02.700% AUG 05 2051	155,000 shares	156,107	96,666
APPLE INC GLB 02.850% AUG 05 2061	50,000 shares	48,590	29,969
APPLE INC GLB 02.950% SEP 11 2049	35,000 shares	36,240	23,325
APPLE INC GLB 03.450% FEB 09 2045	100,000 shares	88,484	76,604
APPLE INC GLB 03.750% SEP 12 2047	80,000 shares	78,596	62,967
APPLE INC GLB 03.850% AUG 04 2046	100,000 shares	94,148	80,625
APPLE INC GLB 03.850% MAY 04 2043	475,000 shares	453,595	393,461
APPLE INC GLB 03.950% AUG 08 2052	80,000 shares	77,912	63,647
APPLE INC GLB 04.500% FEB 23 2036	100,000 shares	104,614	97,600
ASTRAZENECA FINANCE LLC COMPANY GUARNT GLB 02.250% MAY 28 2031	75,000 shares	68,376	63,878
ASTRAZENECA PLC GLB 03.000% MAY 28 2051	115,000 shares	120,588	75,198
ASTRAZENECA PLC GLB 04.000% SEP 18 2042	130,000 shares	141,366	107,532
AT&T INC GLB 03.550% SEP 15 2055	920,000 shares	757,566	618,783
AT&T INC GLB 03.650% JUN 01 2051	230,000 shares	238,064	162,433
AT&T INC GLB 03.800% DEC 01 2057	50,000 shares	36,600	34,495
AT&T INC GLB 04.500% MAR 09 2048	595,000 shares	604,698	491,357
AT&T INC GLB 04.500% MAY 15 2035	300,000 shares	273,156	277,464
AT&T INC GLB 05.400% FEB 15 2034	126,000 shares	125,585	126,504
BALTIMORE GAS & ELECTRIC GLB 02.250% JUN 15 2031	365,000 shares	352,731	308,918
BANK OF NY MELLON CORP SER MTN VAR%FEB 07 2028	1,070,000 shares	1,014,606	1,042,768
BARCLAYS PLC GLB VAR%MAR 10 2032	90,000 shares	89,186	76,270
BAT CAPITAL CORP COMPANY GUARNT GLB 03.984% SEP 25 2050	285,000 shares	257,895	200,885
BECTON DICKINSON AND CO - 03.700% JUN 06 2027	116,000 shares	111,003	113,255
BECTON DICKINSON AND CO - 04.669% JUN 06 2047	85,000 shares	82,473	72,752
BECTON DICKINSON AND CO GLB 03.794% MAY 20 2050	38,000 shares	37,353	28,049
BERKSHIRE HATHAWAY ENERG 144A 04.450% JAN 15 2050	100,000 shares	100,096	82,487
BERKSHIRE HATHAWAY FIN COMPANY GUARNT GLB 02.500% JAN 15 2051	105,000 shares	77,178	60,610
BERKSHIRE HATHAWAY FIN COMPANY GUARNT GLB 04.200% AUG 15 2048	130,000 shares	129,596	107,566
BERKSHIRE HATHAWAY FIN COMPANY GUARNT GLB 04.300% MAY 15 2043	100,000 shares	100,938	86,529
BERKSHIRE HATHAWAY FIN COMPANY GUARNT GLB 04.400% MAY 15 2042	100,000 shares	101,966	90,860
BP CAP MARKETS AMERICA COMPANY GUARNT 02.772% NOV 10 2050	115,000 shares	99,630	68,983
BP CAP MARKETS AMERICA COMPANY GUARNT 04.234% NOV 06 2028	195,000 shares	215,100	190,911
BP CAP MARKETS AMERICA COMPANY GUARNT GLB 02.939% JUN 04 2051	5,000 shares	4,557	3,095
BP CAP MARKETS AMERICA COMPANY GUARNT GLB 03.937% SEP 21 2028	135,000 shares	136,717	130,950
BRISTOL-MYERS SQUIBB CO GLB 02.550% NOV 13 2050	605,000 shares	540,532	350,174
BRISTOL-MYERS SQUIBB CO GLB 03.900% MAR 15 2062	65,000 shares	66,362	46,498
BROADCOM INC COMPANY GUARNT GLB 04.150% NOV 15 2030	365,000 shares	382,580	349,258
BROADCOM INC COMPANY GUARNT GLB 04.300% NOV 15 2032	465,000 shares	489,506	438,560
BURLINGTN NORTH SANTA FE - 03.050% FEB 15 2051	35,000 shares	31,982	22,978
BURLINGTN NORTH SANTA FE - 04.050% JUN 15 2048	100,000 shares	96,047	79,610
BURLINGTN NORTH SANTA FE GLB 04.150% APR 01 2045	100,000 shares	97,893	82,234
BURLINGTN NORTH SANTA FE GLB 05.200% APR 15 2054	75,000 shares	74,959	70,581
BURLINGTON NORTH SANTA F GLB 06.150% MAY 01 2037	170,000 shares	205,208	181,652
BURLINGTON RESOURCES FIN COMPANY GUARNT 07.200% AUG 15 2031	100,000 shares	126,683	110,849
CAPITAL ONE FINANCIAL CO SUBORDINATED GLB 04.200% OCT 29 2025	765,000 shares	731,692	759,989
CARRIER GLOBAL CORP GLB 02.722% FEB 15 2030	130,000 shares	132,507	116,291
CARRIER GLOBAL CORP GLB 03.577% APR 05 2050	15,000 shares	14,171	10,750
CATERPILLAR INC GLB 02.600% APR 09 2030	145,000 shares	159,072	130,716
CATERPILLAR INC GLB 03.250% APR 09 2050	400,000 shares	331,212	276,324
CB ONEOK INC - 03.950% MAR 01 2050	80,000 shares	79,177	57,687
CHEVRON USA INC COMPANY GUARNT GLB 02.343% AUG 12 2050	80,000 shares	68,990	44,966
CHUBB CORP COMPANY GUARNT GLB 06.000% MAY 11 2037	615,000 shares	664,348	652,374
CIGNA CORP GLB 03.400% MAR 15 2050	420,000 shares	429,313	276,041
CISCO SYSTEMS INC - 05.500% JAN 15 2040	50,000 shares	60,634	50,408
CITIGROUP INC GLB VAR%JAN 24 2039	265,000 shares	239,049	220,901
CITIGROUP INC GLB VAR%JAN 25 2033	285,000 shares	251,372	244,826
CITIGROUP INC GLB VAR%JUL 24 2028	100,000 shares	93,979	96,866
CITIGROUP INC GLB VAR%MAR 17 2033	130,000 shares	116,537	116,717
CITIGROUP INC GLB VAR%MAR 31 2031	110,000 shares	128,712	105,729

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CITIGROUP INC GLB VAR%MAY 01 2032	40,000 shares	40,417	33,856
CITIGROUP INC GLB VAR%OCT 27 2028	85,000 shares	81,318	81,807
CITIGROUP INC SUBORDINATED 04.450% SEP 29 2027	200,000 shares	192,500	197,290
CITIGROUP INC SUBORDINATED GLB 06.625% JUN 15 2032	125,000 shares	148,162	133,544
COCA-COLA CO/THE GLB 02.600% JUN 01 2050	105,000 shares	95,436	63,283
COCA-COLA CO/THE GLB 03.000% MAR 05 2051	125,000 shares	127,971	82,299
COMCAST CORP COMPANY GUARNT GLB 02.450% AUG 15 2052	5,000 shares	4,355	2,716
COMCAST CORP COMPANY GUARNT GLB 02.650% AUG 15 2062	80,000 shares	78,516	41,913
COMCAST CORP COMPANY GUARNT GLB 02.800% JAN 15 2051	50,000 shares	49,495	29,717
COMCAST CORP COMPANY GUARNT GLB 03.450% FEB 01 2050	430,000 shares	432,964	294,399
COMCAST CORP COMPANY GUARNT GLB 03.969% NOV 01 2047	560,000 shares	509,420	424,357
COMCAST CORP COMPANY GUARNT GLB 03.999% NOV 01 2049	130,000 shares	146,865	98,309
COMCAST CORP COMPANY GUARNT GLB 05.500% NOV 15 2032	260,000 shares	258,336	266,430
COMMONWEALTH EDISON CO 1ST MORTGAGE SER 130 GLB 03.125% MAR 15 2051	160,000 shares	142,628	103,634
CON EDISON CO OF NY INC GLB 03.700% NOV 15 2059	85,000 shares	88,130	59,253
CONAGRA BRANDS INC GLB 05.400% NOV 01 2048	30,000 shares	28,966	27,213
CONOCOPHILLIPS COMPANY COMPANY GUARNT GLB 03.800% MAR 15 2052	55,000 shares	50,801	40,151
CONSOLIDATED EDISON CO O SER 2017 03.875% JUN 15 2047	180,000 shares	162,675	137,083
CONSOLIDATED EDISON CO O SER C 04.300% DEC 01 2056	100,000 shares	93,592	77,875
CONSTELLATION BRANDS INC GLB 04.900% MAY 01 2033	670,000 shares	657,512	646,939
CONSTELLATION ENERGY GRP - 07.600% APR 01 2032	100,000 shares	125,103	112,606
CORNING INC GLB 05.450% NOV 15 2079	25,000 shares	28,231	22,619
CORNING INC GLB 05.850% NOV 15 2068	40,000 shares	40,797	38,269
CSX CORP GLB 02.500% MAY 15 2051	95,000 shares	66,925	54,927
CSX CORP GLB 04.250% NOV 01 2066	290,000 shares	258,937	219,185
CVS HEALTH CORP GLB 01.875% FEB 28 2031	112,000 shares	111,703	90,287
CVS HEALTH CORP GLB 02.875% JUN 01 2026	95,000 shares	85,927	92,253
CVS HEALTH CORP GLB 04.300% MAR 25 2028	23,000 shares	22,436	22,285
CVS HEALTH CORP GLB 04.780% MAR 25 2038	470,000 shares	463,596	406,395
CVS HEALTH CORP GLB 05.050% MAR 25 2048	35,000 shares	45,843	28,859
CVS HEALTH CORP GLB 05.125% JUL 20 2045	205,000 shares	225,192	172,233
DEERE & COMPANY - 03.900% JUN 09 2042	95,000 shares	95,857	79,346
DIAGEO CAPITAL PLC COMPANY GUARNT GLB 01.375% SEP 29 2025	795,000 shares	738,722	776,620
DIAGEO CAPITAL PLC COMPANY GUARNT GLB 02.375% OCT 24 2029	200,000 shares	198,192	179,220
DOMINION ENERGY INC SER A GLB 04.600% MAR 15 2049	255,000 shares	332,369	210,094
DOW CHEMICAL CO/THE GLB 03.600% NOV 15 2050	230,000 shares	231,236	157,925
DOW CHEMICAL CO/THE GLB 04.375% NOV 15 2042	520,000 shares	441,553	426,561
DOWDUPONT INC - 05.419% NOV 15 2048	110,000 shares	116,477	109,410
DTE ELECTRIC CO - 02.850% OCT 01 2026	455,000 shares	424,472	440,804
DTE ELECTRIC CO 1ST MORTGAGE SER C 02.625% MAR 01 2031	50,000 shares	50,140	43,738
DUKE ENERGY CAROLINAS 1ST MORTGAGE 04.250% DEC 15 2041	220,000 shares	216,975	186,454
DUKE ENERGY CAROLINAS 1ST MORTGAGE GLB 02.850% MAR 15 2032	305,000 shares	292,733	263,676
DUKE ENERGY CAROLINAS 1ST REF MORT GLB 03.750% JUN 01 2045	100,000 shares	92,457	76,525
DUKE ENERGY CORP - 04.200% JUN 15 2049	190,000 shares	197,396	146,792
DUKE ENERGY CORP GLB 05.000% AUG 15 2052	45,000 shares	44,743	39,271
DUKE ENERGY OHIO INC 1ST MORTGAGE GLB 05.650% APR 01 2053	9,000 shares	8,989	8,808
DUKE ENERGY PROGRESS LLC 1ST MORTGAGE GLB 02.500% AUG 15 2050	105,000 shares	95,424	60,745
EL PASO NATURAL GAS COMPANY GUARNT SER 08.375% JUN 15 2032	100,000 shares	123,665	117,492
ELI LILLY & CO GLB 04.875% FEB 27 2053	85,000 shares	84,821	76,950
ENBRIDGE ENERGY PARTNERS COMPANY GUARNT 05.500% SEP 15 2040	140,000 shares	147,242	134,008
ENERGY TRANSFER PARTNERS - 04.900% MAR 15 2035	100,000 shares	88,712	94,137
ENERGY TRANSFER PARTNERS - 05.150% MAR 15 2045	195,000 shares	174,697	170,650
ENERGY TRANSFER PARTNERS - 05.950% OCT 01 2043	100,000 shares	95,342	97,045
ENERGY TRANSFER PARTNERS - 06.000% JUN 15 2048	230,000 shares	219,214	222,159
ENERGY TRANSFER PARTNERS - 06.125% DEC 15 2045	40,000 shares	39,354	39,480
ENERGY LOUISIANA LLC 1ST MORTGAGE 02.350% JUN 15 2032	120,000 shares	107,592	99,832
ENERGY TEXAS INC 1ST MORTGAGE 05.000% SEP 15 2052	65,000 shares	64,627	58,116
ENTERPRISE PRODUCTS OPER COMP GUARNT SER D GLB 06.875% MAR 01 2033	80,000 shares	95,415	88,017
ENTERPRISE PRODUCTS OPER COMP GUARNT SER H GLB 06.650% OCT 15 2034	100,000 shares	115,511	108,723
ENTERPRISE PRODUCTS OPER COMPANY GUARNT 03.200% FEB 15 2052	75,000 shares	73,727	48,713
ENTERPRISE PRODUCTS OPER COMPANY GUARNT 04.200% JAN 31 2050	140,000 shares	130,701	110,120
ENTERPRISE PRODUCTS OPER COMPANY GUARNT 04.800% FEB 01 2049	135,000 shares	145,374	116,182
ENTERPRISE PRODUCTS OPER COMPANY GUARNT 04.950% OCT 15 2054	35,000 shares	33,891	30,571
EVERSOURCE ENERGY GLB 03.375% MAR 01 2032	60,000 shares	55,616	52,516
EVERSOURCE ENERGY GLB 03.450% JAN 15 2050	90,000 shares	87,944	61,509
EXELON CORP GLB 04.700% APR 15 2050	15,000 shares	19,185	12,657
EXELON CORP SER GLB 04.950% JUN 15 2035	145,000 shares	146,326	137,348
EXELON GENERATION CO LLC GLB 05.600% JUN 15 2042	140,000 shares	138,249	135,045
EXPRESS SCRIPTS HOLDING COMPANY GUARNT GLB 03.400% MAR 01 2027	85,000 shares	78,523	81,807
EXXON MOBIL CORPORATION GLB 03.095% AUG 16 2049	130,000 shares	133,565	86,605
EXXON MOBIL CORPORATION GLB 03.294% MAR 19 2027	680,000 shares	653,120	666,570
EXXON MOBIL CORPORATION GLB 03.452% APR 15 2051	165,000 shares	146,397	115,663
FEDEX CORP COMPANY GUARNT 04.950% OCT 17 2048	380,000 shares	373,557	331,637
FISERV INC GLB 05.450% MAR 02 2028	565,000 shares	566,605	573,910
FLORIDA POWER & LIGHT CO 1ST MORTGAGE 04.050% OCT 01 2044	240,000 shares	238,015	195,482
FLORIDA POWER & LIGHT CO 1ST MORTGAGE GLB 03.990% MAR 01 2049	60,000 shares	66,404	46,895
FOX CORP GLB 05.576% JAN 25 2049	65,000 shares	86,890	60,399
GENERAL ELEC CAP CORP SER MTNA GLB 06.750% MAR 15 2032	140,000 shares	159,876	153,378
GENERAL MOTORS CO GLB 05.600% OCT 15 2032	50,000 shares	49,904	50,426
GENERAL MOTORS CO GLB 05.950% APR 01 2049	230,000 shares	261,039	217,270
GEORGIA POWER CO SER A GLB 03.250% MAR 15 2051	95,000 shares	88,845	64,036
GILEAD SCIENCES INC GLB 02.800% OCT 01 2050	45,000 shares	39,564	27,658
GILEAD SCIENCES INC GLB 04.150% MAR 01 2047	245,000 shares	233,018	195,829
GILEAD SCIENCES INC GLB 04.500% FEB 01 2045	75,000 shares	71,733	64,285
GILEAD SCIENCES INC GLB 04.600% SEP 01 2035	95,000 shares	94,993	89,652
GOLDMAN SACHS GROUP INC GLB 02.600% FEB 07 2030	295,000 shares	298,438	261,308
GOLDMAN SACHS GROUP INC GLB VAR%FEB 24 2033	430,000 shares	381,750	370,604
GOLDMAN SACHS GROUP INC GLB VAR%FEB 24 2043	475,000 shares	378,371	353,595
GOLDMAN SACHS GROUP INC GLB VAR%JAN 27 2032	175,000 shares	166,593	144,421
GOLDMAN SACHS GROUP INC GLB VAR%JUL 21 2032	310,000 shares	313,177	258,354
HCA INC COMPANY GUARNT 05.500% JUN 15 2047	400,000 shares	373,048	363,196
HCA INC COMPANY GUARNT GLB 03.500% JUL 15 2051	280,000 shares	222,840	181,093
HCA INC COMPANY GUARNT GLB 05.500% JUN 01 2033	160,000 shares	159,101	158,290
HOME DEPOT INC GLB 02.375% MAR 15 2051	85,000 shares	61,481	48,094
HOME DEPOT INC GLB 03.350% APR 15 2050	55,000 shares	62,986	38,343
HOME DEPOT INC GLB 03.900% JUN 15 2047	380,000 shares	361,990	297,285
HONEYWELL INTERNATIONAL GLB 02.700% AUG 15 2029	110,000 shares	108,304	100,817
HP ENTERPRISE CO GLB 04.900% OCT 15 2025	505,000 shares	499,490	504,960

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HP ENTERPRISE CO GLB STEP% OCT 15 2045	110,000 shares	113,841	114,160
IBM CORP - 04.000% JUN 20 2042	105,000 shares	108,211	85,792
IBM CORP GLB 03.500% MAY 15 2029	780,000 shares	719,612	739,151
IBM CORP GLB 04.250% MAY 15 2049	155,000 shares	154,373	124,443
INDIANA MICHIGAN POWER GLB 05.625% APR 01 2053	95,000 shares	97,119	92,562
INTERCONTINENTALEXCHANGE GLB 01.850% SEP 15 2032	285,000 shares	257,493	225,477
INTERCONTINENTALEXCHANGE GLB 04.000% SEP 15 2027	300,000 shares	293,676	294,528
INTERCONTINENTALEXCHANGE GLB 04.950% JUN 15 2052	310,000 shares	296,258	276,955
JOHNSON & JOHNSON GLB 04.500% DEC 05 2043	190,000 shares	207,127	173,445
JPMORGAN CHASE & CO GLB VAR%APR 22 2032	115,000 shares	116,078	98,648
JPMORGAN CHASE & CO GLB VAR%APR 22 2042	720,000 shares	616,844	528,667
JPMORGAN CHASE & CO GLB VAR%JAN 23 2029	235,000 shares	230,045	225,454
JPMORGAN CHASE & CO GLB VAR%JAN 23 2049	355,000 shares	295,988	273,496
JPMORGAN CHASE & CO GLB VAR%JUN 01 2034	130,000 shares	130,000	129,909
JPMORGAN CHASE & CO SUBORDINATED GLB VAR%MAY 13 2031	125,000 shares	131,909	111,814
KINDER MORGAN INC COMP GUARNT SER GMTN 07.750% JAN 15 2032	35,000 shares	41,737	39,763
KINDER MORGAN INC COMPANY GUARNT GLB 03.250% AUG 01 2050	95,000 shares	73,911	60,164
KINDER MORGAN INC COMPANY GUARNT GLB 05.450% AUG 01 2052	25,000 shares	22,094	22,732
KINDER MORGAN INC/DELAWA COMPANY GUARNT 05.550% JUN 01 2045	35,000 shares	324,825	331,783
KINDER MORGAN INC/DELAWA COMPANY GUARNT GLB 05.050% FEB 15 2046	160,000 shares	155,714	138,907
KRAFT HEINZ FOODS CO COMPANY GUARNT GLB 04.375% JUN 01 2046	305,000 shares	261,008	246,943
KRAFT HEINZ FOODS CO COMPANY GUARNT GLB 05.500% JUN 01 2050	45,000 shares	50,028	42,217
L3HARRIS TECH INC GLB 05.600% JUL 31 2053	295,000 shares	312,325	285,557
LLOYDS BANKING GROUP PLC SUBORDINATED GLB 04.344% JAN 09 2048	55,000 shares	45,764	43,094
LOCKHEED MARTIN CORP GLB 03.800% MAR 01 2045	265,000 shares	264,705	208,865
LOCKHEED MARTIN CORP GLB 04.070% DEC 15 2042	665,000 shares	576,050	554,218
LOCKHEED MARTIN CORP GLB 04.090% SEP 15 2052	40,000 shares	39,114	31,640
LOCKHEED MARTIN CORP GLB 05.200% FEB 15 2055	38,000 shares	37,711	35,796
LOEWS CORP GLB 04.125% MAY 15 2043	110,000 shares	110,084	91,177
LOUISVILLE GAS & ELEC 1ST MORTGAGE GLB 04.250% APR 01 2049	535,000 shares	429,848	425,036
LOWE'S COS INC GLB 03.000% OCT 15 2050	15,000 shares	14,804	9,326
LOWE'S COS INC GLB 03.750% APR 01 2032	320,000 shares	289,101	293,050
LOWE'S COS INC GLB 04.050% MAY 03 2047	350,000 shares	325,306	271,751
LOWE'S COS INC GLB 04.250% APR 01 2052	105,000 shares	95,981	81,946
LOWE'S COS INC GLB 05.750% JUL 01 2053	65,000 shares	65,293	63,642
LYB INT FINANCE III COMPANY GUARNT GLB 03.625% APR 01 2051	340,000 shares	324,361	228,296
MASS INSTITUTE OF TECH - 03.885% JUL 01 2116	115,000 shares	116,657	80,474
MCDONALD'S CORP SER MTN 03.700% JAN 30 2026	450,000 shares	435,757	446,513
MCDONALD'S CORP SER MTN GLB 04.450% MAR 01 2047	320,000 shares	309,666	268,573
MCDONALD'S CORP SER MTN GLB 04.450% SEP 01 2048	135,000 shares	118,022	112,556
MERCK & CO INC GLB 03.700% FEB 10 2045	195,000 shares	184,598	151,012
MERCK & CO INC GLB 04.000% MAR 07 2049	90,000 shares	93,068	70,480
META PLATFORMS INC GLB 05.600% MAY 15 2053	180,000 shares	180,526	179,955
METLIFE INC - 04.875% NOV 13 2043	205,000 shares	214,880	186,120
MICROSOFT CORP GLB 02.525% JUN 01 2050	145,000 shares	112,358	89,233
MICROSOFT CORP GLB 02.675% JUN 01 2060	181,000 shares	155,953	106,006
MICROSOFT CORP GLB 02.921% MAR 17 2052	5,000 shares	4,920	3,303
MICROSOFT CORP GLB 03.041% MAR 17 2062	519,000 shares	501,235	331,558
MIDAMERICAN ENERGY CO 1ST MORTGAGE 04.250% MAY 01 2046	371,000 shares	370,805	305,697
MONDELEZ INTERNATIONAL GLB 01.500% FEB 04 2031	145,000 shares	137,598	118,214
MONDELEZ INTERNATIONAL GLB 02.625% SEP 04 2050	460,000 shares	300,550	269,045
MORGAN STANLEY GLB VAR%APR 22 2042	655,000 shares	513,733	484,261
MORGAN STANLEY GLB VAR%OCT 18 2033	110,000 shares	120,964	116,359
MORGAN STANLEY SER MTN 04.375% JAN 22 2047	340,000 shares	299,115	283,931
MORGAN STANLEY SER MTN GLB VAR%APR 01 2031	75,000 shares	86,077	69,662
MORGAN STANLEY SER MTN GLB VAR%APR 28 2032	48,000 shares	46,908	39,261
MORGAN STANLEY SER MTN GLB VAR%JAN 25 2052	300,000 shares	206,850	183,216
MORGAN STANLEY SER MTN VAR%OCT 20 2032	170,000 shares	150,381	142,445
MPLX LP GLB 04.950% SEP 01 2032	225,000 shares	223,724	216,927
MPLX LP GLB 05.500% FEB 15 2049	170,000 shares	170,890	156,087
NATIONAL RURAL UTIL COOP COLLATERAL TRUST GLB 04.300% MAR 15 2049	610,000 shares	513,770	492,984
NETFLIX INC GLB 05.400% AUG 15 2054	370,000 shares	384,049	359,884
NEXTERA ENERGY CAPITAL COMPANY GUARNT GLB 05.250% FEB 28 2053	485,000 shares	457,888	445,128
NISOURCE FINANCE CORP GLB 04.375% MAY 15 2047	285,000 shares	283,537	232,948
NORFOLK SOUTHERN CORP GLB 02.900% AUG 25 2051	95,000 shares	86,114	58,518
NORFOLK SOUTHERN CORP GLB 03.050% MAY 15 2050	45,000 shares	44,894	29,103
NORFOLK SOUTHERN CORP GLB 03.700% MAR 15 2053	115,000 shares	85,981	82,648
NORTHERN STATES PWR-MINN 1ST MORTGAGE 03.400% AUG 15 2042	140,000 shares	126,067	106,340
NORTHERN STATES PWR-MINN 1ST MORTGAGE 03.600% SEP 15 2047	60,000 shares	58,302	44,330
NORTHERN STATES PWR-MINN 1ST MORTGAGE GLB 02.900% MAR 01 2050	130,000 shares	113,519	83,168
NORTHROP GRUMMAN CORP GLB 04.030% OCT 15 2047	160,000 shares	151,613	125,605
NORTHROP GRUMMAN CORP GLB 04.400% MAY 01 2030	60,000 shares	60,391	58,421
NORTHROP GRUMMAN CORP GLB 04.750% JUN 01 2043	465,000 shares	434,924	416,696
NUCOR CORP GLB 02.979% DEC 15 2055	355,000 shares	232,269	210,870
NVIDIA CORP GLB 03.700% APR 01 2060	75,000 shares	71,828	55,333
NXP BV/NXP FDG/NXP USA COMPANY GUARNT GLB 05.000% JAN 15 2033	104,000 shares	104,466	101,209
NY & PRESBYTERIAN HOSPIT SER 2019 03.954% AUG 01 2119	50,000 shares	50,000	33,909
ORACLE CORP GLB 03.850% APR 01 2060	100,000 shares	103,551	68,601
ORACLE CORP GLB 04.000% JUL 15 2046	575,000 shares	532,246	442,503
ORACLE CORP GLB 05.550% FEB 06 2053	100,000 shares	94,818	94,479
PACCAR FINANCIAL CORP SER MTN GLB 05.050% AUG 10 2026	465,000 shares	467,413	469,259
PARKER-HANNIFIN CORP - 04.250% SEP 15 2027	525,000 shares	510,673	519,467
PECO ENERGY CO 1ST MORTGAGE GLB 04.375% AUG 15 2052	100,000 shares	100,116	82,610
PEPSICO INC GLB 01.625% MAY 01 2030	160,000 shares	150,555	136,525
PEPSICO INC GLB 02.750% OCT 21 2051	295,000 shares	282,137	183,956
PEPSICO INC GLB 04.200% JUL 18 2052	14,000 shares	13,983	11,397
PFIZER INC GLB 02.700% MAY 28 2050	35,000 shares	28,175	21,533
PFIZER INC GLB 04.000% MAR 15 2049	135,000 shares	133,392	105,952
PFIZER INC GLB 04.125% DEC 15 2046	450,000 shares	455,292	362,714
PFIZER INVESTMENT ENTER COMPANY GUARNT GLB 05.300% MAY 19 2053	70,000 shares	70,733	65,542
PHILIP MORRIS INTL INC GLB 04.125% MAR 04 2043	800,000 shares	661,176	649,680
PHILIP MORRIS INTL INC GLB 04.250% NOV 10 2044	140,000 shares	126,470	114,605
PIEDMONT NATURAL GAS CO GLB 03.350% JUN 01 2050	85,000 shares	80,915	56,093
PLAINS ALL AMER PIPELINE GLB 04.700% JUN 15 2044	151,000 shares	135,058	124,622
PNC FINANCIAL SERVICES GLB VAR%JUL 23 2035	450,000 shares	469,219	446,504
PRES & FELLOWS OF HARVAR - 03.745% NOV 15 2052	95,000 shares	90,388	72,812
PRINCIPAL FINANCIAL GRP COMPANY GUARNT GLB 02.125% JUN 15 2030	130,000 shares	109,645	112,043
PROCTER & GAMBLE CO/THE GLB 01.200% OCT 29 2030	100,000 shares	95,466	82,549

CH2M HILL OMI Retirement Plan
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 Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
 December 31, 2024 (continued)

PROCTER & GAMBLE CO/THE GLB 02.300% FEB 01 2032	35,000 shares	31,611	30,077
PROGRESS ENERGY CAROLINA 1ST MORTGAGE GLB 04.100% MAY 15 2042	130,000 shares	126,094	106,750
PRUDENTIAL FINANCIAL INC JR SUBORDINATED GLB VAR%OCT 01 2050	360,000 shares	342,253	320,252
PRUDENTIAL FINANCIAL INC SER MTN 03.700% MAR 13 2051	120,000 shares	117,032	86,836
PUB SVC ELEC & GAS SER MTN 03.650% SEP 01 2042	45,000 shares	41,987	35,054
PUBLIC SERVICE COLORADO 1ST MORTGAGE GLB 05.750% MAY 15 2054	225,000 shares	226,312	224,471
PUBLIC SERVICE COLORADO 1ST MORTGAGE SER 36 GLB 02.700% JAN 15 2051	80,000 shares	72,044	47,303
PUBLIC STORAGE COMPANY GUARNT GLB 05.350% AUG 01 2053	300,000 shares	297,912	285,165
QUALCOMM INC GLB 04.800% MAY 20 2045	120,000 shares	120,176	108,439
QUALCOMM INC GLB 06.000% MAY 20 2053	470,000 shares	523,190	491,268
RAYTHEON TECH CORP GLB 03.030% MAR 15 2052	180,000 shares	137,547	113,854
REPUBLIC SERVICES INC GLB 03.050% MAR 01 2050	435,000 shares	315,231	292,520
ROYAL BANK OF CANADA SER GMTN GLB 05.150% FEB 01 2034	525,000 shares	547,297	518,417
SAN DIEGO G & E 1ST MORTGAGE 05.350% APR 01 2053	60,000 shares	59,272	56,457
SEMPRA ENERGY GLB 04.000% FEB 01 2048	300,000 shares	261,955	226,824
SIMON PROPERTY GROUP LP GLB 06.650% JAN 15 2054	330,000 shares	373,365	367,297
SOUTHERN CAL EDISON 1ST MORTGAGE GLB 03.650% FEB 01 2050	60,000 shares	56,591	42,857
SOUTHERN CAL EDISON 1ST MORTGAGE GLB 05.700% MAR 01 2053	70,000 shares	69,671	68,082
SOUTHERN CAL EDISON 1ST REF MORT SER C 03.600% FEB 01 2045	145,000 shares	119,036	107,078
SOUTHERN CALIF GAS CO 1ST MORTGAGE GLB 05.875% DEC 01 2053	120,000 shares	119,743	119,348
SOUTHERN CO GLB 04.400% JUL 01 2046	535,000 shares	524,200	442,493
SOUTHERN CO SER A GLB 03.700% APR 30 2030	80,000 shares	80,041	75,137
STARBUCKS CORP GLB 03.500% NOV 15 2050	795,000 shares	641,514	549,218
TAKEDA PHARMACEUTICAL GLB 03.025% JUL 09 2040	585,000 shares	437,843	424,031
TAKEDA PHARMACEUTICAL GLB 03.175% JUL 09 2050	550,000 shares	389,851	356,296
TAMPA ELECTRIC CO GLB 04.450% JUN 15 2049	45,000 shares	45,819	37,062
TARGA RESOURCES CORP COMPANY GUARNT GLB 06.500% FEB 15 2053	505,000 shares	475,281	526,301
TARGET CORP GLB 02.650% SEP 15 2030	650,000 shares	589,279	579,384
TEXAS INSTRUMENTS INC GLB 02.700% SEP 15 2051	50,000 shares	47,696	30,356
THERMO FISHER SCIENTIFIC GLB 04.800% NOV 21 2027	575,000 shares	575,184	579,330
TIME WARNER CABLE INC GLB 04.500% SEP 15 2042	390,000 shares	319,847	291,759
T-MOBILE USA INC COMPANY GUARNT GLB 03.400% OCT 15 2052	295,000 shares	226,601	196,786
T-MOBILE USA INC COMPANY GUARNT GLB 04.500% APR 15 2050	110,000 shares	114,996	90,192
T-MOBILE USA INC COMPANY GUARNT GLB 05.650% JAN 15 2053	200,000 shares	194,029	193,524
TOYOTA MOTOR CREDIT CORP GLB 01.900% SEP 12 2031	360,000 shares	288,763	294,980
TOYOTA MOTOR CREDIT CORP SER MTN 03.375% APR 01 2030	475,000 shares	437,489	440,035
TRUIST FINANCIAL CORP SER MTN VAR%JUL 28 2026	1,050,000 shares	1,011,909	1,045,916
UNION PACIFIC CORP GLB 02.950% MAR 10 2052	160,000 shares	127,145	101,008
UNION PACIFIC CORP GLB 03.750% FEB 05 2070	40,000 shares	39,982	26,687
UNION PACIFIC CORP GLB 03.839% MAR 20 2060	305,000 shares	305,311	217,974
UNITED PARCEL SERVICE - 03.750% NOV 15 2047	230,000 shares	222,220	174,050
UNITED TECHNOLOGIES CORP GLB 04.625% NOV 16 2048	310,000 shares	316,964	263,373
UNITEDHEALTH GROUP INC GLB 04.450% DEC 15 2048	805,000 shares	855,431	663,046
UNITEDHEALTH GROUP INC GLB 04.750% MAY 15 2052	65,000 shares	64,743	55,692
UNITEDHEALTH GROUP INC GLB 05.050% APR 15 2053	440,000 shares	437,026	396,220
UNITEDHEALTH GROUP INC GLB 05.200% APR 15 2063	53,000 shares	52,609	47,674
US BANCORP SUBORDINATED GLB VAR%NOV 03 2036	155,000 shares	149,551	125,542
USD AMERICA MOVIL SA 6.125% MAR 30 2040	100,000 shares	118,010	102,175
USD BHP FINANCE USA 5.000% SEP 30 2043	255,000 shares	284,592	238,239
VALERO ENERGY CORP GLB 04.000% JUN 01 2052	80,000 shares	75,899	57,026
VERIZON COMMUNICATIONS GLB 02.550% MAR 21 2031	980,000 shares	900,992	843,947
VERIZON COMMUNICATIONS GLB 02.850% SEP 03 2041	650,000 shares	536,106	449,443
VERIZON COMMUNICATIONS GLB 03.550% MAR 22 2051	115,000 shares	101,977	81,265
VERIZON COMMUNICATIONS GLB 03.700% MAR 22 2061	245,000 shares	246,065	166,127
VIRGINIA ELEC & POWER CO GLB 02.950% NOV 15 2051	15,000 shares	13,692	9,339
VISA INC GLB 04.300% DEC 14 2045	85,000 shares	89,226	72,752
WALMART INC GLB 02.650% SEP 22 2051	130,000 shares	125,505	80,386
WALMART INC GLB 04.500% APR 15 2053	60,000 shares	59,834	52,205
WALT DISNEY COMPANY/THE COMPANY GUARNT GLB 02.750% SEP 01 2049	145,000 shares	126,392	90,431
WALT DISNEY COMPANY/THE COMPANY GUARNT GLB 03.800% MAY 13 2060	160,000 shares	159,771	116,134
WEC ENERGY GROUP INC - 01.800% OCT 15 2030	65,000 shares	62,203	54,329
WELLS FARGO & COMPANY GLB VAR%APR 24 2034	113,000 shares	113,000	111,742
WELLS FARGO & COMPANY SUBORDINATED SER MTN 04.400% JUN 14 2046	815,000 shares	848,619	654,421
WELLS FARGO & COMPANY SUBORDINATED SER MTN 04.650% NOV 04 2044	335,000 shares	327,784	281,980
WESTERN GAS PARTNERS LP GLB 05.500% AUG 15 2048	90,000 shares	74,755	78,244
WILLIAMS COMPANIES INC GLB 03.500% OCT 15 2051	75,000 shares	64,525	51,099
WILLIAMS PARTNERS LP GLB 05.100% SEP 15 2045	210,000 shares	208,689	188,559
WISCONSIN POWER & LIGHT - 03.950% SEP 01 2032	70,000 shares	69,175	64,663
Total Corporate Bonds		75,125,906	66,915,855
Mutual funds			
ISHARES TR CORE MSCI EAF ETF	3,115 shares	182,479	218,922
VANGUARD 500 INDEX FUND SHS ETF	11,701 shares	3,010,484	6,304,616
VANGUARD FTSE EMERGING MARKETS ETF	39,376 shares	1,857,446	1,734,119
VANGUARD MID-CAP ETF	13,205 shares	1,917,613	3,487,837
VANGUARD SMALL CAP	13,435 shares	2,386,968	3,228,162
Total Mutual funds		9,354,990	14,973,656
Municipal Bonds			
BAY AREA TOLL AUTH CALIF TOLL BRDG REV 2 TAXABLE NOV09 06.263%APR01 2049	100,000 shares	135,427	105,690
CALIFORNIA ST GO BDS TAXABLE APR09 07.550%APR01 2039	720,000 shares	1,011,395	851,062
CALIFORNIA ST GO BDS TAXABLE DEC10 07.600%NOV01 2040	100,000 shares	146,313	119,084
CHICAGO IL MET WTR RECLAM DIST LT TAXABLE AUG09 05.720%DEC01 2038	100,000 shares	119,594	100,401
DALLAS FORT WORTH TEX INTL ARPT REV C TAXABLE NOV21 02.843%NOV01 2046	110,000 shares	110,271	77,302
NEW JERSEY ST TPK AUTH TPK REV REV A TAXABLE DEC10 07.102%JAN01 2041	30,000 shares	37,923	33,503
NEW YORK NYC MUN WFA WTR-SS RV WTR GG TAXABLE JUN10 05.724%JUN15 2042	245,000 shares	314,418	240,634
PORT AUTH N Y & N J CONSOLIDATED TAXABLE OCT12 04.458%OCT01 2062	410,000 shares	423,202	344,396
TEXAS ST GO TAXABLE TRANS COMM HWY TAXABLE DEC19 03.211%APR01 2044	50,000 shares	50,000	38,992
UNIVERSITY CALIF REVS GEN REV BDS AQ TAXABLE APR15 04.767%MAY15 2115	70,000 shares	90,509	57,082
Total Municipal Bonds		2,439,052	1,968,146

CH2M HILL OMI Retirement Plan
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 Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
 December 31, 2024 (continued)

U.S. government securities			
U.S. TREASURY PRIN STRIP ZERO% AUG 15 2048	686,800 shares	255,741	216,040
U.S. TREASURY PRIN STRIP ZERO% AUG 15 2052	1,280,000 shares	371,238	344,307
U.S. TREASURY PRIN STRIP ZERO% FEB 15 2053	220,000 shares	74,785	58,465
U.S. TREASURY PRIN STRIP ZERO% MAY 15 2049	815,000 shares	382,538	248,347
U.S. TREASURY PRIN STRIP ZERO% NOV 15 2050	1,240,000 shares	426,509	355,024
U.S. TREASURY PRIN STRIP ZERO% NOV 15 2052	860,000 shares	297,517	232,166
U.S. TREASURY STRIP ZERO% AUG 15 2051	1,070,000 shares	411,104	287,423
Total U.S. government securities		2,219,432	1,741,772
Total Investments		92,616,669	89,208,355

*Investment of a party-in-interest to the Plan.

CH2M Hill OMI Pension Plan
 EIN #93-0549963 Plan #006
 Schedule H, Line 4j – Schedule of Reportable Transactions
 Year Ended December 31, 2024

Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
Category (iii) - Series of transactions in excess of 5% of the current value of Plan assets at the beginning of the year						
Bank of America	BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT	10,367,094		10,367,094	10,367,094	-
Bank of America	BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT		11,241,994	11,241,994	11,241,994	-
Fidelity	FIDELITY INVESTMENTS MONEY MARKET TREASURY ONLY - INSTITUTIONAL CLASS	20,136,457		20,136,457	20,136,457	-
Fidelity	FIDELITY INVESTMENTS MONEY MARKET TREASURY ONLY - INSTITUTIONAL CLASS		19,118,084	19,118,084	19,118,084	-

There were no category (i), (ii) or (iv) reportable transactions during 2024.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2024
 Number distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ¹										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	7	1	1	0	0	0	0	0	0	0	9
35-39	3	33	4	0	3	0	0	0	0	0	0	43
40-44	1	25	8	2	2	0	0	0	0	0	0	38
45-49	1	43	19	5	3	0	0	0	0	0	0	71
50-54	3	41	14	9	4	1	0	0	0	0	0	72
55-59	3	34	18	17	7	5	0	0	0	0	0	84
60-64	0	44	19	8	8	6	3	0	0	0	0	88
65-69	2	12	9	0	8	4	4	1	0	0	0	40
70 & over	1	4	3	1	1	1	0	0	0	0	0	11
Total	14	243	95	43	36	17	7	1	0	0	0	456

¹ Age and service for purposes of determining category are based on exact (not rounded) values.
 Plan Name: CH2M Hill OMI Retirement Plan
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 Plan Sponsor: CH2M Hill Companies, LTD
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month 4th month prior (September)
- Interest rate basis Segment Rates from 4th Month Preceding Valuation Date

Interest rates	Reflecting Corridors	Not Reflecting Corridors
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As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP, the PBGC 4010 FS, and the estimated maximum deductible contribution.

Compensation

Compensation increases for the year

Age	
Under 26	6.00%
26-30	5.50%
31-35	5.00%
36-40	4.50%
41-50	4.00%
51-55	3.50%
56+	3.00%

Plan-related expenses

\$1,300,000

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Future Increases in Maximum Benefits and Plan Compensation Limits	None.
Future Increases in Social Security	4.00% per annum for National Average Wage index 3.00% per annum for Consumer Price Index
Cost of Living Adjustments	None.
Calculation of Lump Sum	Lump sums were valued using the substitution of annuity form under IRS Regulation 1.430(d)-1(f)(4) without application of generational mortality.
Annuity Conversion Rate	Annuities were calculated from the cash balance accounts using the required methodology under IRS Regulation 1.430(d)-1(f)(5).
Cash Balance Interest Crediting Rate	4.94% rate in 2024, 5.00% rate in 2025, grading up 0.25% per year to 5.25% in 2026 and later.

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
New or rehired employees	It was assumed that there will be no new or rehired employees.

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Mortality Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).

Disability None.

Termination Rates varying by age.

Sample Termination rates not due to disability, retirement, or mortality	
Age	
Under 20	60.00%
20	30.00%
25	25.00%
30	20.00%
35	16.00%
40	15.00%
45	14.00%
50	13.00%
55	13.00%
60	12.00%
Over 60	12.00%

The above decrement is adjusted to 0 if the participant has attained eligibility for early retirement.

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Valuation Date: January 1, 2024

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Retirement

Rates varying by age.

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Percentage retiring during the year for participants who are retirement eligible

Age	
Under 56	12.00%
56	12.00%
57	12.00%
58	12.00%
59	12.00%
60	12.00%
61	12.00%
62	20.00%
63	10.00%
64	25.00%
65	40.00%
66	30.00%
67	30.00%
68	20.00%
69	20.00%
70+	100.00%

Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 65.
- Deferred vested benefit Age 65.
- Retirement benefit Upon termination of employment.

Form of payment

90% of participants are assumed to elect a lump sum form of payment. 10% of participants are assumed to elect the normal form of payment.

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Percent married	85% of males; 50% of females. Used to value pre-retirement surviving spouse benefits.
Spouse age	Wife three years younger than husband.
Covered pay	Assumed plan compensation for the year beginning on the valuation date was determined as actual pensionable earnings during the prior year provided by the employer, annualized for participants who did not work a full year, and increased with a full year's assumed salary increase.
At-risk assumptions	For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan, which is usually the 50% Joint & Survivor Annuity form of payment.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

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Methods

Valuation date	First day of plan year.
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets	<p>Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings of 5.50% (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year.)</p> <p>The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.</p>

Plan Name: CH2M Hill OMI Retirement Plan
EIN / PN: 93-0549963/006
Plan Sponsor: CH2M Hill Companies, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued except disability benefits. Based on discussions with Jacobs Solutions Inc., such benefits are considered to have a de minimis likelihood of being paid and thus are not required to be valued, and will not be valued, until and unless the triggering event occurs.

The plan pays small benefits (with a present value up to \$7,000 in a single lump sum payment). Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

Data Sources

The plan sponsor furnished participant data on employees and former employees to allow WTW to assist with the administration of the Plan. The provided information was combined by WTW during the administrative process and extracted as of the valuation date. Information on assets, contributions and plan provisions was supplied by the plan sponsor and the plan trustee, Bank of America.

Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. We are not aware of any significant errors or omissions in the data that would have a significant effect on the results of our calculations.

The following assumptions were made for missing or apparently inconsistent data elements:

- Missing beneficiary birth dates for participants with a contingent beneficiary were estimated based on the spousal age difference assumption of the plan.
- Missing beneficiary gender for participants with a contingent spouse was assumed to be the opposite gender of the participant.
- Missing frozen benefit amounts for deferred participants were assumed to be the average benefit amount for all non-zero deferred vested benefits.

Plan Name: CH2M Hill OMI Retirement Plan
EIN / PN: 93-0549963/006
Plan Sponsor: CH2M Hill Companies, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

- Missing pay for active participants with ongoing accruals were assumed to be the prior pay increased with the salary increase assumption.

Assumptions Rationale - Significant Economic Assumptions

Discount rate The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Cash Balance Interest crediting rate The plan credits interest to cash balance accounts using the 30-year Treasury rate. Our long-term estimate of the 30-year Treasury rate is based on a combination of current conditions, and future economic expectations.

Lump sum conversion rate As required by IRC §430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.

Plan-related expenses As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust).

Rates of increase in:

- **Compensation** Assumed compensation increases are based on a study of compensation increases received by the participant population over the period 2005-2013.
- **National average wages (NAW) (e.g., Social Security wage bases)** The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages). Such assumed future increases in real wages are based on a combination of recent rates and future economic expectations.

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- **Assumed return for asset smoothing** The assumed return used for asset smoothing is the expected return on assets assumption chosen by the client for the 2023 plan year under U.S. GAAP. Although determining the expected rate of return on plan assets was not within the scope of our work, it is the client's best estimate and we determined that it does not significantly conflict with what would be reasonable based on their asset allocation.

Assumptions Rationale - Significant Demographic Assumptions

Mortality Assumptions used for funding purposes are as prescribed by IRC §430(h).

Termination Termination rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Retirement Retirement rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Benefit commencement date for deferred benefits:

- Preretirement death benefit The plan has no material early retirement subsidy.
- Deferred vested benefit Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.

Form of payment Lump sum take rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Plan Name: CH2M Hill OMI Retirement Plan
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Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
- The mortality tables used to calculate the funding target and target normal cost were updated to reflect the latest mortality tables and improvement scale, as required by guidance issued by the IRS under IRC §430. In addition, projection of mortality improvement was changed from using a static projection to a generational projection as required by guidance issued by the IRS under IRC §430.
- The assumed plan-related expenses added to the target normal cost were changed from \$2,200,000 for the prior valuation to \$1,300,000 for the current valuation to account for expected expenses to be paid from the trust.
- The cash balance interest crediting rate was changed from a 4.04% rate in 2023, 4.00% rate in 2024, grading up 0.25% per year to 5.25% in 2029 and later to a 4.94% rate in 2024, 5.00% rate in 2025, grading up 0.25% per year to 5.25% in 2026 and later.

Change in methods since prior valuation None

Plan Name: CH2M Hill OMI Retirement Plan
EIN / PN: 93-0549963/006
Plan Sponsor: CH2M Hill Companies, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	CH2M Hill Companies, LTD
EIN/PN	93-0549963/006
Plan Name	CH2M Hill OMI Retirement Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Landon W Horton
Enrollment Number	23-07451

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

CH2M Hill OMI Pension Plan
 EIN #93-0549963 Plan #006
 Schedule H, Line 4j – Schedule of Reportable Transactions
 Year Ended December 31, 2024

Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain (Loss)
Category (iii) - Series of transactions in excess of 5% of the current value of Plan assets at the beginning of the year						
Bank of America	BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT	10,367,094		10,367,094	10,367,094	-
Bank of America	BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT		11,241,994	11,241,994	11,241,994	-
Fidelity	FIDELITY INVESTMENTS MONEY MARKET TREASURY ONLY - INSTITUTIONAL CLASS	20,136,457		20,136,457	20,136,457	-
Fidelity	FIDELITY INVESTMENTS MONEY MARKET TREASURY ONLY - INSTITUTIONAL CLASS		19,118,084	19,118,084	19,118,084	-

There were no category (i), (ii) or (iv) reportable transactions during 2024.

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 CH2M HILL OMI RETIREMENT PLAN	B Three-digit plan number (PN) ▶	006
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF CH2M HILL COMPANIES, LTD	D Employer Identification Number (EIN) 93-0549963	
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	95,411,618
	b Actuarial value	2b	102,056,159
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	565	49,369,049
	b For terminated vested participants	836	25,223,632
	c For active participants	456	21,590,948
	d Total	1,857	96,183,629
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	5.10 %
6	Target normal cost		
	a Present value of current plan year accruals	6a	146,782
	b Expected plan-related expenses	6b	1,300,000
	c Target normal cost	6c	1,446,782

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	Landon Horton LWH Signature of actuary	9/19/2025 Date
	Landon Horton Type or print name of actuary	2307451 Most recent enrollment number
	Willis Towers Watson US LLC Firm name	214-530-4200 Telephone number (including area code)
	500 North Akard Street Suite 4300 Dallas TX 75201 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	14,375,010
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	2,980,655
9	Amount remaining (line 7 minus line 8)	0	11,394,355
10	Interest on line 9 using prior year's actual return of <u>11.26%</u>	0	1,283,004
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>5.24%</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	12,677,359

Part III		Funding Percentages	
14	Funding target attainment percentage	14	92.90 %
15	Adjusted funding target attainment percentage	15	106.07 %
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	93.01 %
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? Yes No

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

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

Liquidity shortfall as of end of quarter of this plan year				
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th	
0	0	0	0	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 %	<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	1,446,782	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	6,829,004	649,934	
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	2,096,716	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	2,096,716	2,096,716
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 checked="" type="checkbox"/> 2020 <input type="checkbox"/> 2021	

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	CH2M Hill Companies, LTD
EIN/PN	93-0549963/006
Plan Name	CH2M Hill OMI Retirement Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Landon W Horton
Enrollment Number	23-07451

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2024

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.12	1,000	1.000000	0.120000	6.600000
56	0.12	880	0.880000	0.105600	5.913600
57	0.12	774	0.774400	0.092928	5.296896
58	0.12	681	0.681472	0.081777	4.743045
59	0.12	600	0.599695	0.071963	4.245843
60	0.12	528	0.527732	0.063328	3.799670
61	0.12	464	0.464404	0.055728	3.399438
62	0.20	409	0.408676	0.081735	5.067577
63	0.10	327	0.326940	0.032694	2.059725
64	0.25	294	0.294246	0.073562	4.707943
65	0.40	221	0.220685	0.088274	5.737805
66	0.30	132	0.132411	0.039723	2.621736
67	0.30	93	0.092688	0.027806	1.863021
68	0.20	65	0.064881	0.012976	0.882386
69	0.20	52	0.051905	0.010381	0.716290
70	1.00	42	0.041524	0.041524	2.906684
Average age at retirement					60.561660
Rounded for Schedule SB item 22					61

Plan Name: CH2M Hill OMI Retirement Plan
 EIN / PN: 93-0549963/006
 Plan Sponsor: CH2M Hill Companies, LTD
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month 4th month prior (September)
- Interest rate basis Segment Rates from 4th Month Preceding Valuation Date

Interest rates	Reflecting Corridors	Not Reflecting Corridors
----------------	----------------------	--------------------------

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP, the PBGC 4010 FS, and the estimated maximum deductible contribution.

Compensation

Compensation increases for the year

Age	
Under 26	6.00%
26-30	5.50%
31-35	5.00%
36-40	4.50%
41-50	4.00%
51-55	3.50%
56+	3.00%

Plan-related expenses \$1,300,000

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Valuation Date: January 1, 2024

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Future Increases in Maximum Benefits and Plan Compensation Limits	None.
Future Increases in Social Security	4.00% per annum for National Average Wage index 3.00% per annum for Consumer Price Index
Cost of Living Adjustments	None.
Calculation of Lump Sum	Lump sums were valued using the substitution of annuity form under IRS Regulation 1.430(d)-1(f)(4) without application of generational mortality.
Annuity Conversion Rate	Annuities were calculated from the cash balance accounts using the required methodology under IRS Regulation 1.430(d)-1(f)(5).
Cash Balance Interest Crediting Rate	4.94% rate in 2024, 5.00% rate in 2025, grading up 0.25% per year to 5.25% in 2026 and later.

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
New or rehired employees	It was assumed that there will be no new or rehired employees.

Plan Name: CH2M Hill OMI Retirement Plan
EIN / PN: 93-0549963/006
Plan Sponsor: CH2M Hill Companies, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Mortality Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).

Disability None.

Termination Rates varying by age.

Sample Termination rates not due to disability, retirement, or mortality	
Age	
Under 20	60.00%
20	30.00%
25	25.00%
30	20.00%
35	16.00%
40	15.00%
45	14.00%
50	13.00%
55	13.00%
60	12.00%
Over 60	12.00%

The above decrement is adjusted to 0 if the participant has attained eligibility for early retirement.

Plan Name: CH2M Hill OMI Retirement Plan
EIN / PN: 93-0549963/006
Plan Sponsor: CH2M Hill Companies, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

Rates varying by age.

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Percentage retiring during the year for participants who are retirement eligible

Age	
Under 56	12.00%
56	12.00%
57	12.00%
58	12.00%
59	12.00%
60	12.00%
61	12.00%
62	20.00%
63	10.00%
64	25.00%
65	40.00%
66	30.00%
67	30.00%
68	20.00%
69	20.00%
70+	100.00%

Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 65.
- Deferred vested benefit Age 65.
- Retirement benefit Upon termination of employment.

Form of payment

90% of participants are assumed to elect a lump sum form of payment. 10% of participants are assumed to elect the normal form of payment.

Plan Name: CH2M Hill OMI Retirement Plan
EIN / PN: 93-0549963/006
Plan Sponsor: CH2M Hill Companies, LTD
Valuation Date: January 1, 2024

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Percent married	85% of males; 50% of females. Used to value pre-retirement surviving spouse benefits.
Spouse age	Wife three years younger than husband.
Covered pay	Assumed plan compensation for the year beginning on the valuation date was determined as actual pensionable earnings during the prior year provided by the employer, annualized for participants who did not work a full year, and increased with a full year's assumed salary increase.
At-risk assumptions	For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan, which is usually the 50% Joint & Survivor Annuity form of payment.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Plan Name: CH2M Hill OMI Retirement Plan
EIN / PN: 93-0549963/006
Plan Sponsor: CH2M Hill Companies, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Methods

Valuation date	First day of plan year.
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets	<p>Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings of 5.50% (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year.)</p> <p>The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.</p>

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Benefits not valued

All benefits described in the Plan Provisions section of this report were valued except disability benefits. Based on discussions with Jacobs Solutions Inc., such benefits are considered to have a de minimis likelihood of being paid and thus are not required to be valued, and will not be valued, until and unless the triggering event occurs.

The plan pays small benefits (with a present value up to \$7,000 in a single lump sum payment). Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

Data Sources

The plan sponsor furnished participant data on employees and former employees to allow WTW to assist with the administration of the Plan. The provided information was combined by WTW during the administrative process and extracted as of the valuation date. Information on assets, contributions and plan provisions was supplied by the plan sponsor and the plan trustee, Bank of America.

Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. We are not aware of any significant errors or omissions in the data that would have a significant effect on the results of our calculations.

The following assumptions were made for missing or apparently inconsistent data elements:

- Missing beneficiary birth dates for participants with a contingent beneficiary were estimated based on the spousal age difference assumption of the plan.
- Missing beneficiary gender for participants with a contingent spouse was assumed to be the opposite gender of the participant.
- Missing frozen benefit amounts for deferred participants were assumed to be the average benefit amount for all non-zero deferred vested benefits.

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- Missing pay for active participants with ongoing accruals were assumed to be the prior pay increased with the salary increase assumption.

Assumptions Rationale - Significant Economic Assumptions

Discount rate The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Cash Balance Interest crediting rate The plan credits interest to cash balance accounts using the 30-year Treasury rate. Our long-term estimate of the 30-year Treasury rate is based on a combination of current conditions, and future economic expectations.

Lump sum conversion rate As required by IRC §430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.

Plan-related expenses As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust).

Rates of increase in:

- **Compensation** Assumed compensation increases are based on a study of compensation increases received by the participant population over the period 2005-2013.
- **National average wages (NAW) (e.g., Social Security wage bases)** The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages). Such assumed future increases in real wages are based on a combination of recent rates and future economic expectations.

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- **Assumed return for asset smoothing** The assumed return used for asset smoothing is the expected return on assets assumption chosen by the client for the 2023 plan year under U.S. GAAP. Although determining the expected rate of return on plan assets was not within the scope of our work, it is the client's best estimate and we determined that it does not significantly conflict with what would be reasonable based on their asset allocation.

Assumptions Rationale - Significant Demographic Assumptions

Mortality Assumptions used for funding purposes are as prescribed by IRC §430(h).

Termination Termination rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Retirement Retirement rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Benefit commencement date for deferred benefits:

- Preretirement death benefit The plan has no material early retirement subsidy.
- Deferred vested benefit Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.

Form of payment Lump sum take rates were based on an experience study conducted in 2019, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

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Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
- The mortality tables used to calculate the funding target and target normal cost were updated to reflect the latest mortality tables and improvement scale, as required by guidance issued by the IRS under IRC §430. In addition, projection of mortality improvement was changed from using a static projection to a generational projection as required by guidance issued by the IRS under IRC §430.
- The assumed plan-related expenses added to the target normal cost were changed from \$2,200,000 for the prior valuation to \$1,300,000 for the current valuation to account for expected expenses to be paid from the trust.
- The cash balance interest crediting rate was changed from a 4.04% rate in 2023, 4.00% rate in 2024, grading up 0.25% per year to 5.25% in 2029 and later to a 4.94% rate in 2024, 5.00% rate in 2025, grading up 0.25% per year to 5.25% in 2026 and later.

Change in methods since prior valuation None

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Schedule SB, Line 24 Change in Actuarial Assumptions

The cash balance interest crediting rate was changed from a 4.04% rate in 2023, 4.00% rate in 2024, grading up 0.25% per year to 5.25% in 2029 and later to a 4.94% rate in 2024, 5.00% rate in 2025, grading up 0.25% per year to 5.25% in 2026 and later.

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Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The plan was originally effective January 1, 1981, restated January 1, 2020 and the last significant amendment was effective January 1, 2024.

Covered employees

Participation commences upon the entry date following attainment of age 21 and completion of one year of service in which the employee works 1,000 hours. Participation service includes up to five years of prior service with certain prior municipal employers. Entry dates are each January 1 and July 1, or immediately upon becoming an Eligible Employee.

Effective December 31, 2016, participation in the plan is frozen other than for some select participants whose accrual of benefits in the plan is provided for under a collective bargaining agreement.

Definitions

Vesting service

Computed in completed years and months from date of hire at OMI to date of termination. Service for vesting purposes includes all years of service for employment with Jacobs Solutions Inc. or its subsidiaries. Up to five years of service for an immediately prior municipal employer may be granted by the Retirement Committee for purposes of vesting service. Jacobs Solutions Inc. has made such service grants for the majority of its projects.

Credited Service

Computed in completed years and months from date of hire at OMI to date of termination. Effective December 31, 2016, credited service in the plan is frozen other than for some select participants whose accrual of benefits in the plan is provided for under a collective bargaining agreement.

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Final Average Compensation For 2002 and after the total of base pay, bonus, commissions and overtime.

Final Average Monthly Compensation is the highest average of compensation received for the five consecutive completed calendar years out of the 10 years prior to retirement, termination, or benefit accrual freeze.

Normal retirement date (NRD) The first of the month coincident with or next following age 65.

Monthly pension benefit 1.5% of final average monthly compensation multiplied by credited service not to exceed 20 years, plus 0.5% of final average monthly compensation multiplied by credited service in excess of 20 years. For participants that are not Grandfathered, the credited service and compensation are frozen as of the applicable date of freeze and a Cash Balance benefit is earned instead.

Effective December 31, 2016, accrual in the plan is frozen other than for some select participants whose accrual of benefits in the plan is provided for under a collective bargaining agreement.

Normal Form of Benefit: The normal form of benefit is a single life annuity. Unless elected otherwise, a married participant will receive the benefit in the form of a reduced joint and 50% survivor annuity.

Monthly preretirement death benefit Surviving spouse benefit is provided for vested participants who have been married at least one year at the time of death.

Oak Ridge employees Special provisions apply for employees at the Oak Ridge, Tennessee location.

Grandfathered employees A participant who had at least 10 years of benefit service in the Plan on December 31, 2010 and who was at least 50 years of age on December 31, 2010 is considered a grandfathered employee. Additionally, any participant who is subject to the terms of a collective bargaining agreement or who is an Oak Ridge employee is considered a grandfathered employee.

Non-grandfathered employees Eligible participants that do not meet the Grandfathered criteria.

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Frozen benefits	The plan was changed to freeze benefit accruals for all non-union participants on December 31, 2016.
Cash Balance benefits	3.0% of compensation credited annually at end of year. 100% of the participant's cash balance benefit payable as a lump sum or an actuarially equivalent annuity at any time after termination of employment, if vested.

Eligibility for Benefits

Normal retirement	The first of the month coincident with or next following age 65.
Early retirement	Age 55 with at least 10 years of vesting service.
Postponed retirement	Retirement after normal retirement date.
Deferred vested termination	Termination for reasons other than death or retirement after completing five years of vesting service (if grandfathered), or three years (if non-grandfathered). All active participants become 100% vested upon reaching age 65.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

Benefits Paid Upon the Following Events

Normal retirement	1.5% of final average monthly compensation multiplied by credited service not to exceed 20 years, plus 0.5% of final average monthly compensation multiplied by credited service in excess of 20 years. For participants that are not Grandfathered, the credited service and compensation are frozen as of the applicable date of freeze and a Cash Balance benefit is earned instead.
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Early retirement	The normal retirement benefit using final average monthly compensation at date of termination and credited service at normal retirement date multiplied by a fraction, the numerator of which is actual years of service at early retirement, and the denominator of which is the years of service he would have had if his employment had continued to his normal retirement date. If paid early, the benefit is reduced 5% per year prior to age 65. For participants that are not Grandfathered, the credited service and compensation are frozen as of the applicable date of freeze and a Cash Balance benefit is earned instead.
Postponed retirement	The monthly pension benefit determined as of the actual retirement date.
Deferred vested termination	The benefit determined as for early retirement above payable at normal retirement or, if eligible, at early retirement (actuarially reduced for early payment).
Preretirement death	The monthly preretirement death benefit payable at the normal retirement date or early retirement date with the reduction as described above for grandfathered participants. 100% of the participant's cash balance benefit payable as a lump sum or an actuarially equivalent annuity for non-grandfathered participants.

Other Plan Provisions

Forms of payment	The plan provides optional payment forms on an actuarially equivalent basis.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes take effect. Increases in the dollar limits are assumed for determining pension cost but are not assumed for funding or AFTAP purposes.

Future Plan Changes

No future plan changes were recognized in determining funding requirements. WTW is not aware of any future plan changes that are required to be reflected

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Changes in Benefits Valued Since Prior Year

The plan was amended to increase the limit for distributing small benefits as a lump sum for present values up to \$7,000.

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Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2024
 Number distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ¹										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	7	1	1	0	0	0	0	0	0	0	9
35-39	3	33	4	0	3	0	0	0	0	0	0	43
40-44	1	25	8	2	2	0	0	0	0	0	0	38
45-49	1	43	19	5	3	0	0	0	0	0	0	71
50-54	3	41	14	9	4	1	0	0	0	0	0	72
55-59	3	34	18	17	7	5	0	0	0	0	0	84
60-64	0	44	19	8	8	6	3	0	0	0	0	88
65-69	2	12	9	0	8	4	4	1	0	0	0	40
70 & over	1	4	3	1	1	1	0	0	0	0	0	11
Total	14	243	95	43	36	17	7	1	0	0	0	456

¹ Age and service for purposes of determining category are based on exact (not rounded) values.
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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	904,903	1,262,037	4,423,752	6,590,692
2025	962,063	750,294	4,345,836	6,058,193
2026	1,125,407	956,283	4,255,560	6,337,250
2027	1,235,223	1,023,535	4,168,133	6,426,891
2028	1,341,948	1,345,107	4,087,539	6,774,594
2029	1,408,996	1,442,689	3,999,146	6,850,831
2030	1,450,501	1,447,942	3,897,566	6,796,009
2031	1,513,675	1,451,263	3,787,343	6,752,281
2032	1,549,303	1,542,032	3,673,415	6,764,750
2033	1,574,005	1,715,976	3,549,914	6,839,895
2034	1,578,992	1,838,479	3,417,650	6,835,121
2035	1,587,266	1,803,466	3,278,005	6,668,737
2036	1,586,970	1,900,040	3,129,689	6,616,699
2037	1,573,108	2,003,346	2,973,187	6,549,641
2038	1,555,265	1,886,176	2,809,254	6,250,695
2039	1,543,271	2,005,939	2,638,899	6,188,109
2040	1,521,545	2,137,207	2,463,377	6,122,129
2041	1,481,305	1,952,677	2,284,168	5,718,150
2042	1,446,299	1,942,744	2,102,928	5,491,971
2043	1,401,686	1,892,630	1,921,455	5,215,771
2044	1,371,042	1,827,329	1,741,664	4,940,035
2045	1,314,197	1,837,876	1,565,529	4,717,602
2046	1,246,677	1,806,990	1,394,985	4,448,652
2047	1,176,997	1,748,301	1,231,846	4,157,144
2048	1,119,743	1,704,501	1,077,777	3,902,021
2049	1,055,960	1,585,538	934,192	3,575,690
2050	986,695	1,483,838	802,180	3,272,713
2051	923,321	1,306,202	682,453	2,911,976
2052	864,067	1,303,530	575,327	2,742,924
2053	798,488	1,276,478	480,761	2,555,727
2054	734,048	1,114,816	398,380	2,247,244
2055	671,586	985,809	327,531	1,984,926
2056	609,609	949,950	267,357	1,826,916
2057	550,840	841,867	216,857	1,609,564
2058	496,306	746,405	174,958	1,417,669
2059	445,806	665,064	140,568	1,251,438
2060	398,523	571,093	112,622	1,082,238
2061	355,064	510,416	90,110	955,590
2062	315,345	454,644	72,110	842,099
2063	279,279	403,049	57,804	740,132
2064	246,635	355,604	46,480	648,719
2065	217,206	312,224	37,535	566,965
2066	190,735	272,777	30,468	493,980
2067	166,986	237,097	24,873	428,956
2068	145,730	204,996	20,426	371,152
2069	126,756	176,267	16,872	319,895
2070	109,864	150,692	14,008	274,564
2071	94,864	128,047	11,682	234,593
2072	81,584	108,113	9,773	199,470
2073	69,856	90,677	8,192	168,725

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Schedule SB, Line 32 Schedule of Amortization Bases as of January 1, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2024	413,612	15.00000	413,612	37,631
2. Shortfall	01/01/2023	6,685,940	14.00000	6,415,392	612,303
Total				6,829,004	649,934

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Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2024

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.12	1,000	1.000000	0.120000	6.600000
56	0.12	880	0.880000	0.105600	5.913600
57	0.12	774	0.774400	0.092928	5.296896
58	0.12	681	0.681472	0.081777	4.743045
59	0.12	600	0.599695	0.071963	4.245843
60	0.12	528	0.527732	0.063328	3.799670
61	0.12	464	0.464404	0.055728	3.399438
62	0.20	409	0.408676	0.081735	5.067577
63	0.10	327	0.326940	0.032694	2.059725
64	0.25	294	0.294246	0.073562	4.707943
65	0.40	221	0.220685	0.088274	5.737805
66	0.30	132	0.132411	0.039723	2.621736
67	0.30	93	0.092688	0.027806	1.863021
68	0.20	65	0.064881	0.012976	0.882386
69	0.20	52	0.051905	0.010381	0.716290
70	1.00	42	0.041524	0.041524	2.906684
Average age at retirement					60.561660
Rounded for Schedule SB item 22					61

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Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

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2030	1,450,501	1,447,942	3,897,566	6,796,009
2031	1,513,675	1,451,263	3,787,343	6,752,281
2032	1,549,303	1,542,032	3,673,415	6,764,750
2033	1,574,005	1,715,976	3,549,914	6,839,895
2034	1,578,992	1,838,479	3,417,650	6,835,121
2035	1,587,266	1,803,466	3,278,005	6,668,737
2036	1,586,970	1,900,040	3,129,689	6,616,699
2037	1,573,108	2,003,346	2,973,187	6,549,641
2038	1,555,265	1,886,176	2,809,254	6,250,695
2039	1,543,271	2,005,939	2,638,899	6,188,109
2040	1,521,545	2,137,207	2,463,377	6,122,129
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2042	1,446,299	1,942,744	2,102,928	5,491,971
2043	1,401,686	1,892,630	1,921,455	5,215,771
2044	1,371,042	1,827,329	1,741,664	4,940,035
2045	1,314,197	1,837,876	1,565,529	4,717,602
2046	1,246,677	1,806,990	1,394,985	4,448,652
2047	1,176,997	1,748,301	1,231,846	4,157,144
2048	1,119,743	1,704,501	1,077,777	3,902,021
2049	1,055,960	1,585,538	934,192	3,575,690
2050	986,695	1,483,838	802,180	3,272,713
2051	923,321	1,306,202	682,453	2,911,976
2052	864,067	1,303,530	575,327	2,742,924
2053	798,488	1,276,478	480,761	2,555,727
2054	734,048	1,114,816	398,380	2,247,244
2055	671,586	985,809	327,531	1,984,926
2056	609,609	949,950	267,357	1,826,916
2057	550,840	841,867	216,857	1,609,564
2058	496,306	746,405	174,958	1,417,669
2059	445,806	665,064	140,568	1,251,438
2060	398,523	571,093	112,622	1,082,238
2061	355,064	510,416	90,110	955,590
2062	315,345	454,644	72,110	842,099
2063	279,279	403,049	57,804	740,132
2064	246,635	355,604	46,480	648,719
2065	217,206	312,224	37,535	566,965
2066	190,735	272,777	30,468	493,980
2067	166,986	237,097	24,873	428,956
2068	145,730	204,996	20,426	371,152
2069	126,756	176,267	16,872	319,895
2070	109,864	150,692	14,008	274,564
2071	94,864	128,047	11,682	234,593
2072	81,584	108,113	9,773	199,470
2073	69,856	90,677	8,192	168,725

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Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The plan was originally effective January 1, 1981, restated January 1, 2020 and the last significant amendment was effective January 1, 2024.

Covered employees

Participation commences upon the entry date following attainment of age 21 and completion of one year of service in which the employee works 1,000 hours. Participation service includes up to five years of prior service with certain prior municipal employers. Entry dates are each January 1 and July 1, or immediately upon becoming an Eligible Employee.

Effective December 31, 2016, participation in the plan is frozen other than for some select participants whose accrual of benefits in the plan is provided for under a collective bargaining agreement.

Definitions

Vesting service

Computed in completed years and months from date of hire at OMI to date of termination. Service for vesting purposes includes all years of service for employment with Jacobs Solutions Inc. or its subsidiaries. Up to five years of service for an immediately prior municipal employer may be granted by the Retirement Committee for purposes of vesting service. Jacobs Solutions Inc. has made such service grants for the majority of its projects.

Credited Service

Computed in completed years and months from date of hire at OMI to date of termination. Effective December 31, 2016, credited service in the plan is frozen other than for some select participants whose accrual of benefits in the plan is provided for under a collective bargaining agreement.

Plan Name: CH2M Hill OMI Retirement Plan
EIN / PN: 93-0549963/006
Plan Sponsor: CH2M Hill Companies, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Final Average Compensation For 2002 and after the total of base pay, bonus, commissions and overtime.

Final Average Monthly Compensation is the highest average of compensation received for the five consecutive completed calendar years out of the 10 years prior to retirement, termination, or benefit accrual freeze.

Normal retirement date (NRD) The first of the month coincident with or next following age 65.

Monthly pension benefit 1.5% of final average monthly compensation multiplied by credited service not to exceed 20 years, plus 0.5% of final average monthly compensation multiplied by credited service in excess of 20 years. For participants that are not Grandfathered, the credited service and compensation are frozen as of the applicable date of freeze and a Cash Balance benefit is earned instead.

Effective December 31, 2016, accrual in the plan is frozen other than for some select participants whose accrual of benefits in the plan is provided for under a collective bargaining agreement.

Normal Form of Benefit: The normal form of benefit is a single life annuity. Unless elected otherwise, a married participant will receive the benefit in the form of a reduced joint and 50% survivor annuity.

Monthly preretirement death benefit Surviving spouse benefit is provided for vested participants who have been married at least one year at the time of death.

Oak Ridge employees Special provisions apply for employees at the Oak Ridge, Tennessee location.

Grandfathered employees A participant who had at least 10 years of benefit service in the Plan on December 31, 2010 and who was at least 50 years of age on December 31, 2010 is considered a grandfathered employee. Additionally, any participant who is subject to the terms of a collective bargaining agreement or who is an Oak Ridge employee is considered a grandfathered employee.

Non-grandfathered employees Eligible participants that do not meet the Grandfathered criteria.

Plan Name: CH2M Hill OMI Retirement Plan
EIN / PN: 93-0549963/006
Plan Sponsor: CH2M Hill Companies, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Frozen benefits	The plan was changed to freeze benefit accruals for all non-union participants on December 31, 2016.
Cash Balance benefits	3.0% of compensation credited annually at end of year. 100% of the participant's cash balance benefit payable as a lump sum or an actuarially equivalent annuity at any time after termination of employment, if vested.

Eligibility for Benefits

Normal retirement	The first of the month coincident with or next following age 65.
Early retirement	Age 55 with at least 10 years of vesting service.
Postponed retirement	Retirement after normal retirement date.
Deferred vested termination	Termination for reasons other than death or retirement after completing five years of vesting service (if grandfathered), or three years (if non-grandfathered). All active participants become 100% vested upon reaching age 65.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

Benefits Paid Upon the Following Events

Normal retirement	1.5% of final average monthly compensation multiplied by credited service not to exceed 20 years, plus 0.5% of final average monthly compensation multiplied by credited service in excess of 20 years. For participants that are not Grandfathered, the credited service and compensation are frozen as of the applicable date of freeze and a Cash Balance benefit is earned instead.
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Plan Name: CH2M Hill OMI Retirement Plan
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Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Early retirement	The normal retirement benefit using final average monthly compensation at date of termination and credited service at normal retirement date multiplied by a fraction, the numerator of which is actual years of service at early retirement, and the denominator of which is the years of service he would have had if his employment had continued to his normal retirement date. If paid early, the benefit is reduced 5% per year prior to age 65. For participants that are not Grandfathered, the credited service and compensation are frozen as of the applicable date of freeze and a Cash Balance benefit is earned instead.
Postponed retirement	The monthly pension benefit determined as of the actual retirement date.
Deferred vested termination	The benefit determined as for early retirement above payable at normal retirement or, if eligible, at early retirement (actuarially reduced for early payment).
Preretirement death	The monthly preretirement death benefit payable at the normal retirement date or early retirement date with the reduction as described above for grandfathered participants. 100% of the participant's cash balance benefit payable as a lump sum or an actuarially equivalent annuity for non-grandfathered participants.

Other Plan Provisions

Forms of payment	The plan provides optional payment forms on an actuarially equivalent basis.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes take effect. Increases in the dollar limits are assumed for determining pension cost but are not assumed for funding or AFTAP purposes.

Future Plan Changes

No future plan changes were recognized in determining funding requirements. WTW is not aware of any future plan changes that are required to be reflected

Plan Name: CH2M Hill OMI Retirement Plan
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Changes in Benefits Valued Since Prior Year

The plan was amended to increase the limit for distributing small benefits as a lump sum for present values up to \$7,000.

Plan Name: CH2M Hill OMI Retirement Plan
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Plan Sponsor: CH2M Hill Companies, LTD
Valuation Date: January 1, 2024

CH2M HILL OMI Retirement Plan
EIN #93-0549963 Plan #006
Schedule H – Schedule of Assets (Held at End of Year)
December 31, 2024

Identity of Issuer, Borrower, Lessor, or Similar Party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current Value
FIDELITY INVESTMENTS MONEY MARKET TREASURY ONLY - INSTITUTIONAL CLASS	Interest bearing cash account	2,740,323	2,740,323
Total Interest Bearing Cash		2,740,323	2,740,323
Common Stock			
3I GROUP PLC SHS	447 shares	4,117	10,102
AIB GROUP ADR	611 shares	6,793	6,635
ARM HLDGS PLC SPONSORED ADR	27 shares	2,035	3,331
ASE TECHNOLOGY HOLDING CO ADR	1,293 shares	9,093	13,021
ASML HLDG NV NY REG SHS	20 shares	12,060	13,862
ASTRAZENECA PLC SPND ADR	115 shares	6,534	7,535
BAE SYS PLC SPN ADR	196 shares	6,123	11,203
BCE INC	104 shares	5,857	2,411
BHP GROUP LTD	63 shares	3,739	3,076
BNP PARIBAS SPONSORD ADR	239 shares	7,193	7,337
BRITISH AMN TOBACO SPADR	304 shares	11,753	11,041
BUNZL PLC ADR	514 shares	7,286	10,671
CHOCOLADEFABRIKEN - UNSP	917 shares	10,622	10,445
CIE FINANCIERE RICHEMONT SA SHS	605 shares	5,278	9,184
CIE GENERALE DES ETABLISSEMENTS MICHELIN	456 shares	7,702	7,474
COCA COLA FEMSA SP ADR	131 shares	7,792	10,204
COCA-COLA EUROPACIFIC PARTNERS PLC SHS	156 shares	9,813	11,982
COMPAGNIE DE SAINT-UNSP ADR	424 shares	4,773	7,507
DEUTSCHE POST AG SHS SP ADR	159 shares	6,409	5,549
DEUTSCHE TELE AG SPN ADR	386 shares	7,464	11,522
DIAGEO PLC SPSD ADR NEW	118 shares	15,865	15,001
DNB BANK ASA SHS ADR	387 shares	8,355	7,701
ENEL SOCIETA PER AZIONI UNSP	1,596 shares	10,919	11,300
ERSTE GROUP BK SP ADR	332 shares	5,211	10,202
ESSILORLUXOTTICA SA	85 shares	7,661	10,257
FERGUSON ENTERPRISES INC REG SHS	40 shares	8,069	6,943
GLENCORE PLC	42 shares	549	367
GSK PLC SHS ADR	238 shares	10,290	8,049
HAIER SMART HOME CO LTD- ADR	447 shares	7,090	6,258
HALEON PLC SHS ADR	860 shares	7,950	8,204
HDFC BANK LTD ADR	105 shares	7,113	6,705
HSBC HLDG PLC SP ADR	99 shares	3,399	4,897
IBERDROLA S A ADR	380 shares	19,073	20,953
INFINEON TECHS AG SPADR	216 shares	5,088	7,005
INTESA SANPAOLO SPON ADR	388 shares	5,243	9,370
ITOCHU CORP ADR	74 shares	7,544	7,293
JULIUS BAER GROUP ADR	591 shares	6,771	7,610
KOMATSU NEW NEW SPNSDADR	406 shares	11,184	11,092
LEGRAND SA-UNSP	485 shares	10,084	9,365
LIBERTY MEDIA CORP REG SHS SERIES SER -C- CL C	117 shares	7,965	10,841
LLOYDS BANKING GROUP PLC ADR	2,495 shares	7,003	6,786
LULULEMON ATHLETICA INC	17 shares	6,117	6,501
MERCADOLIBRE INC	7 shares	4,250	11,903
MERCEDES-BENZ GROUP AG	462 shares	8,893	6,385
MINITSUBISHI UFJ FINL GRP INC	1,035 shares	5,831	12,130
MS&AD INS GROUP HLDGS UNSP ADR	1,025 shares	16,872	22,314
MUENCHENER RUECK-UNSPON	1,250 shares	8,490	12,525
NESTLE S A REP RG SH ADR	102 shares	13,394	8,333
NN GROUP NV -	319 shares	6,790	6,967
NOVARTIS ADR	147 shares	12,509	14,305
NOVO NORDISK A S ADR	110 shares	9,101	9,462
NTT INC ADR	441 shares	12,887	11,011
NU HOLDINGS LTD REG SHS CL A	498 shares	5,198	5,159
PERNOD RICARD SA - SPON	99 shares	2,235	2,226
PETROLEO BRAS VTG SPD ADR	646 shares	10,743	8,308
PT BANK CENT ASIA TBK SHS	538 shares	8,240	7,790
RECKITT BENCKISER GROUP PLC SHS SPONSORE ADR	664 shares	11,505	7,981
RECRUIT HOLDINGS CO.LTD. SHS ADR	572 shares	3,621	7,991
RELX PLC	265 shares	7,941	12,036
RIO TINTO PLC SPNSRD ADR	208 shares	14,270	12,232
ROCHE HLDG LTD SPN ADR	495 shares	18,073	17,266
SANOFI ADR	270 shares	14,036	13,022
SAP SE SHS	81 shares	9,639	19,943
SCHNEIDER ELEC SE ADR	261 shares	3,850	12,956
SHELL PLC	314 shares	13,914	19,672
SIEMENS AG ADR	262 shares	19,570	25,330
SMC CORP JAPAN SPONSORED ADR	272 shares	5,058	5,271
SMURFIT WESTROCK LTD REG SHS	295 shares	13,906	15,889
SOFTBANK CORP-UNSP ADR	1,080 shares	12,428	13,586
SONIC HEALTHCARE LTD SHS ADR	222 shares	5,464	3,703
SONY GROUP CORP	629 shares	7,354	13,310
SVENSKA HANDELSBANKEN AB SHS	2,471 shares	12,816	12,627
TAIWAN S MANUFCTRING ADR	127 shares	6,538	25,081
TAYLOR WIMPEY PLC ADR	442 shares	9,446	6,692
TENCENT HOLDINGS LTD ADR	200 shares	9,149	10,636
TENCENT MUSIC ENTERTAINMENT GROUP	557 shares	6,362	6,322
TESCO PLC	822 shares	10,102	11,524
TOKIO MARINE HOLDINGS INC, TOKYO ADR	378 shares	7,488	13,616
TOTALENERGIES SE	101 shares	5,247	5,505
TOYOTA MOTOR CORP ADR	40 shares	6,800	7,784
UNILEVER PLC NEW ADR	225 shares	11,278	12,758
UNTD OVERSEAS BK SPN ADR	305 shares	14,102	16,269
UPM-KYMMENE OYJ-UNSPON ADR	193 shares	6,382	5,333
VEOLIA ENVIRONNEMENT ADR	303 shares	3,931	4,257
VESTAS WIND SYTS AS ADR	917 shares	5,906	4,154
VOLVO AB-A SHS-UNSPON ADR	263 shares	4,865	6,352
ZURICH INSURANCE GROUP AG SHS SPON ADR	468 shares	9,513	13,895
Total Common Stock		736,966	868,603

CH2M HILL OMI Retirement Plan
EIN #93-0549963 Plan #006
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2024 (continued)

Corporate Bonds

ABBOTT LABORATORIES GLB 04.900% NOV 30 2046	175,000 shares	208,796	163,350
ABBVIE INC GLB 03.200% NOV 21 2029	105,000 shares	117,479	97,456
ABBVIE INC GLB 04.250% NOV 14 2028	100,000 shares	96,834	98,474
ABBVIE INC GLB 04.250% NOV 21 2049	95,000 shares	106,870	77,239
ABBVIE INC GLB 04.700% MAY 14 2045	335,000 shares	322,590	295,587
ABBVIE INC GLB 04.875% NOV 14 2048	400,000 shares	477,711	359,176
ACE INA HOLDINGS COMPANY GUARNT 04.150% MAR 13 2043	255,000 shares	220,366	213,231
ACTAVIS FUNDING SCS COMPANY GUARNT GLB 04.850% JUN 15 2044	137,000 shares	130,559	101,451
AEP TEXAS INC SER G GLB 04.150% MAY 01 2049	210,000 shares	214,305	158,539
AERCAP IRELAND CAP/GLOBA COMPANY GUARNT GLB 03.300% JAN 30 2032	795,000 shares	661,165	692,699
ALPHABET INC GLB 02.050% AUG 15 2050	185,000 shares	130,640	102,508
ALTRIA GROUP INC COMPANY GUARNT GLB 04.000% FEB 04 2061	65,000 shares	60,341	45,368
AMAZON.COM INC GLB 02.700% JUN 03 2060	25,000 shares	24,704	14,341
AMAZON.COM INC GLB 03.100% MAY 12 2051	5,000 shares	5,273	3,370
AMAZON.COM INC GLB 03.250% MAY 12 2061	115,000 shares	114,234	74,820
AMAZON.COM INC GLB 03.875% AUG 22 2037	455,000 shares	445,141	401,842
AMAZON.COM INC GLB 04.050% AUG 22 2047	70,000 shares	68,074	57,842
AMAZON.COM INC GLB 04.100% APR 13 2062	120,000 shares	119,860	93,906
AMAZON.COM INC GLB 04.900% DEC 05 2034	5,000 shares	6,351	4,976
AMERICAN INTL GROUP GLB 04.375% JUN 30 2050	60,000 shares	60,461	49,585
AMERICAN INTL GROUP GLB 04.750% APR 01 2048	100,000 shares	102,370	88,346
AMERICAN TOWER CORP GLB 03.100% JUN 15 2050	125,000 shares	109,079	80,180
AMGEN INC GLB 03.375% FEB 21 2050	255,000 shares	236,065	174,254
AMGEN INC GLB 04.200% FEB 22 2052	70,000 shares	70,616	54,053
AMGEN INC GLB 04.400% MAY 01 2045	100,000 shares	94,165	82,938
AMGEN INC GLB 04.663% JUN 15 2051	165,000 shares	162,944	138,150
AMGEN INC GLB 05.650% MAR 02 2053	650,000 shares	659,834	625,800
ANHEUSER-BUSCH CO/INBEV COMP GUARNT SER GLB 04.700% FEB 01 2036	500,000 shares	467,960	474,260
ANHEUSER-BUSCH CO/INBEV COMP GUARNT SER GLB 04.900% FEB 01 2046	550,000 shares	533,742	500,153
ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 04.375% APR 15 2038	200,000 shares	181,390	180,842
ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 04.439% OCT 06 2048	15,000 shares	16,229	12,664
ANHEUSER-BUSCH INBEV WOR COMPANY GUARNT GLB 04.600% APR 15 2048	146,000 shares	130,883	127,839
ANTHEM INC GLB 03.125% MAY 15 2050	325,000 shares	253,168	207,896
ANTHEM INC GLB 04.101% MAR 01 2028	750,000 shares	724,815	732,937
APPALACHIAN POWER CO SER BB GLB 04.500% AUG 01 2032	95,000 shares	86,472	89,380
APPALACHIAN POWER CO SER Y GLB 04.500% MAR 01 2049	50,000 shares	52,164	40,035
APPALACHIAN POWER CO SER Z GLB 03.700% MAY 01 2050	50,000 shares	49,704	34,709
APPLE INC GLB 02.650% FEB 08 2051	25,000 shares	24,759	15,424
APPLE INC GLB 02.700% AUG 05 2051	155,000 shares	156,107	96,666
APPLE INC GLB 02.850% AUG 05 2061	50,000 shares	48,590	29,969
APPLE INC GLB 02.950% SEP 11 2049	35,000 shares	36,240	23,325
APPLE INC GLB 03.450% FEB 09 2045	100,000 shares	88,484	76,604
APPLE INC GLB 03.750% SEP 12 2047	80,000 shares	78,596	62,967
APPLE INC GLB 03.850% AUG 04 2046	100,000 shares	94,148	80,625
APPLE INC GLB 03.850% MAY 04 2043	475,000 shares	453,595	393,461
APPLE INC GLB 03.950% AUG 08 2052	80,000 shares	77,912	63,647
APPLE INC GLB 04.500% FEB 23 2036	100,000 shares	104,614	97,600
ASTRAZENECA FINANCE LLC COMPANY GUARNT GLB 02.250% MAY 28 2031	75,000 shares	68,376	63,878
ASTRAZENECA PLC GLB 03.000% MAY 28 2051	115,000 shares	120,588	75,198
ASTRAZENECA PLC GLB 04.000% SEP 18 2042	130,000 shares	141,366	107,532
AT&T INC GLB 03.550% SEP 15 2055	920,000 shares	757,566	618,783
AT&T INC GLB 03.650% JUN 01 2051	230,000 shares	238,064	162,433
AT&T INC GLB 03.800% DEC 01 2057	50,000 shares	36,600	34,495
AT&T INC GLB 04.500% MAR 09 2048	595,000 shares	604,698	491,357
AT&T INC GLB 04.500% MAY 15 2035	300,000 shares	273,156	277,464
AT&T INC GLB 05.400% FEB 15 2034	126,000 shares	125,585	126,504
BALTIMORE GAS & ELECTRIC GLB 02.250% JUN 15 2031	365,000 shares	352,731	308,918
BANK OF NY MELLON CORP SER MTN VAR%FEB 07 2028	1,070,000 shares	1,014,606	1,042,768
BARCLAYS PLC GLB VAR%MAR 10 2032	90,000 shares	89,186	76,270
BAT CAPITAL CORP COMPANY GUARNT GLB 03.984% SEP 25 2050	285,000 shares	257,895	200,885
BECTON DICKINSON AND CO - 03.700% JUN 06 2027	116,000 shares	111,003	113,255
BECTON DICKINSON AND CO - 04.669% JUN 06 2047	85,000 shares	82,473	72,752
BECTON DICKINSON AND CO GLB 03.794% MAY 20 2050	38,000 shares	37,353	28,049
BERKSHIRE HATHAWAY ENER 144A 04.450% JAN 15 2050	100,000 shares	100,096	82,487
BERKSHIRE HATHAWAY FIN COMPANY GUARNT GLB 02.500% JAN 15 2051	105,000 shares	77,178	60,610
BERKSHIRE HATHAWAY FIN COMPANY GUARNT GLB 04.200% AUG 15 2048	130,000 shares	129,596	107,566
BERKSHIRE HATHAWAY FIN COMPANY GUARNT GLB 04.300% MAY 15 2043	100,000 shares	100,938	86,529
BERKSHIRE HATHAWAY FIN COMPANY GUARNT GLB 04.400% MAY 15 2042	100,000 shares	101,966	90,860
BP CAP MARKETS AMERICA COMPANY GUARNT 02.772% NOV 10 2050	115,000 shares	99,630	68,983
BP CAP MARKETS AMERICA COMPANY GUARNT 04.234% NOV 06 2028	195,000 shares	215,100	190,911
BP CAP MARKETS AMERICA COMPANY GUARNT GLB 02.939% JUN 04 2051	5,000 shares	4,557	3,095
BP CAP MARKETS AMERICA COMPANY GUARNT GLB 03.937% SEP 21 2028	135,000 shares	136,717	130,950
BRISTOL-MYERS SQUIBB CO GLB 02.550% NOV 13 2050	605,000 shares	540,532	350,174
BRISTOL-MYERS SQUIBB CO GLB 03.900% MAR 15 2062	65,000 shares	66,362	46,498
BROADCOM INC COMPANY GUARNT GLB 04.150% NOV 15 2030	365,000 shares	382,580	349,258
BROADCOM INC COMPANY GUARNT GLB 04.300% NOV 15 2032	465,000 shares	489,506	438,560
BURLINGTN NORTH SANTA FE - 03.050% FEB 15 2051	35,000 shares	31,982	22,978
BURLINGTN NORTH SANTA FE - 04.050% JUN 15 2048	100,000 shares	96,047	79,610
BURLINGTN NORTH SANTA FE GLB 04.150% APR 01 2045	100,000 shares	97,893	82,234
BURLINGTN NORTH SANTA FE GLB 05.200% APR 15 2054	75,000 shares	74,959	70,581
BURLINGTON NORTH SANTA F GLB 06.150% MAY 01 2037	170,000 shares	205,208	181,652
BURLINGTON RESOURCES FIN COMPANY GUARNT 07.200% AUG 15 2031	100,000 shares	126,683	110,849
CAPITAL ONE FINANCIAL CO SUBORDINATED GLB 04.200% OCT 29 2025	765,000 shares	731,692	759,989
CARRIER GLOBAL CORP GLB 02.722% FEB 15 2030	130,000 shares	132,507	116,291
CARRIER GLOBAL CORP GLB 03.577% APR 05 2050	15,000 shares	14,171	10,750
CATERPILLAR INC GLB 02.600% APR 09 2030	145,000 shares	159,072	130,716
CATERPILLAR INC GLB 03.250% APR 09 2050	400,000 shares	331,212	276,324
CB ONEOK INC - 03.950% MAR 01 2050	80,000 shares	79,177	57,687
CHEVRON USA INC COMPANY GUARNT GLB 02.343% AUG 12 2050	80,000 shares	68,990	44,966
CHUBB CORP COMPANY GUARNT GLB 06.000% MAY 11 2037	615,000 shares	664,348	652,374
CIGNA CORP GLB 03.400% MAR 15 2050	420,000 shares	429,313	276,041
CISCO SYSTEMS INC - 05.500% JAN 15 2040	50,000 shares	60,634	50,408
CITIGROUP INC GLB VAR%JAN 24 2039	265,000 shares	239,049	220,901
CITIGROUP INC GLB VAR%JAN 25 2033	285,000 shares	251,372	244,826
CITIGROUP INC GLB VAR%JUL 24 2028	100,000 shares	93,979	96,866
CITIGROUP INC GLB VAR%MAR 17 2033	130,000 shares	116,537	116,717
CITIGROUP INC GLB VAR%MAR 31 2031	110,000 shares	128,712	105,729

CH2M HILL OMI Retirement Plan
 EIN #93-0549963 Plan #006
 Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
 December 31, 2024 (continued)

CITIGROUP INC GLB VAR%MAY 01 2032	40,000 shares	40,417	33,856
CITIGROUP INC GLB VAR%OCT 27 2028	85,000 shares	81,318	81,807
CITIGROUP INC SUBORDINATED 04.450% SEP 29 2027	200,000 shares	192,500	197,290
CITIGROUP INC SUBORDINATED GLB 06.625% JUN 15 2032	125,000 shares	148,162	133,544
COCA-COLA CO/THE GLB 02.600% JUN 01 2050	105,000 shares	95,436	63,283
COCA-COLA CO/THE GLB 03.000% MAR 05 2051	125,000 shares	127,971	82,299
COMCAST CORP COMPANY GUARNT GLB 02.450% AUG 15 2052	5,000 shares	4,355	2,716
COMCAST CORP COMPANY GUARNT GLB 02.650% AUG 15 2062	80,000 shares	78,516	41,913
COMCAST CORP COMPANY GUARNT GLB 02.800% JAN 15 2051	50,000 shares	49,495	29,717
COMCAST CORP COMPANY GUARNT GLB 03.450% FEB 01 2050	430,000 shares	432,964	294,399
COMCAST CORP COMPANY GUARNT GLB 03.969% NOV 01 2047	560,000 shares	509,420	424,357
COMCAST CORP COMPANY GUARNT GLB 03.999% NOV 01 2049	130,000 shares	146,865	98,309
COMCAST CORP COMPANY GUARNT GLB 05.500% NOV 15 2032	260,000 shares	258,336	266,430
COMMONWEALTH EDISON CO 1ST MORTGAGE SER 130 GLB 03.125% MAR 15 2051	160,000 shares	142,628	103,634
CON EDISON CO OF NY INC GLB 03.700% NOV 15 2059	85,000 shares	88,130	59,253
CONAGRA BRANDS INC GLB 05.400% NOV 01 2048	30,000 shares	28,966	27,213
CONOCOPHILLIPS COMPANY COMPANY GUARNT GLB 03.800% MAR 15 2052	55,000 shares	50,801	40,151
CONSOLIDATED EDISON CO O SER 2017 03.875% JUN 15 2047	180,000 shares	162,675	137,083
CONSOLIDATED EDISON CO O SER C 04.300% DEC 01 2056	100,000 shares	93,592	77,875
CONSTELLATION BRANDS INC GLB 04.900% MAY 01 2033	670,000 shares	657,512	646,939
CONSTELLATION ENERGY GRP - 07.600% APR 01 2032	100,000 shares	125,103	112,606
CORNING INC GLB 05.450% NOV 15 2079	25,000 shares	28,231	22,619
CORNING INC GLB 05.850% NOV 15 2068	40,000 shares	40,797	38,269
CSX CORP GLB 02.500% MAY 15 2051	95,000 shares	66,925	54,927
CSX CORP GLB 04.250% NOV 01 2066	290,000 shares	258,937	219,185
CVS HEALTH CORP GLB 01.875% FEB 28 2031	112,000 shares	111,703	90,287
CVS HEALTH CORP GLB 02.875% JUN 01 2026	95,000 shares	85,927	92,253
CVS HEALTH CORP GLB 04.300% MAR 25 2028	23,000 shares	22,436	22,285
CVS HEALTH CORP GLB 04.780% MAR 25 2038	470,000 shares	463,596	406,395
CVS HEALTH CORP GLB 05.050% MAR 25 2048	35,000 shares	45,843	28,859
CVS HEALTH CORP GLB 05.125% JUL 20 2045	205,000 shares	225,192	172,233
DEERE & COMPANY - 03.900% JUN 09 2042	95,000 shares	95,857	79,346
DIAGEO CAPITAL PLC COMPANY GUARNT GLB 01.375% SEP 29 2025	795,000 shares	738,722	776,620
DIAGEO CAPITAL PLC COMPANY GUARNT GLB 02.375% OCT 24 2029	200,000 shares	198,192	179,220
DOMINION ENERGY INC SER A GLB 04.600% MAR 15 2049	255,000 shares	332,369	210,094
DOW CHEMICAL CO/THE GLB 03.600% NOV 15 2050	230,000 shares	231,236	157,925
DOW CHEMICAL CO/THE GLB 04.375% NOV 15 2042	520,000 shares	441,553	426,561
DOWDUPONT INC - 05.419% NOV 15 2048	110,000 shares	116,477	109,410
DTE ELECTRIC CO - 02.850% OCT 01 2026	455,000 shares	424,472	440,804
DTE ELECTRIC CO 1ST MORTGAGE SER C 02.625% MAR 01 2031	50,000 shares	50,140	43,738
DUKE ENERGY CAROLINAS 1ST MORTGAGE 04.250% DEC 15 2041	220,000 shares	216,975	186,454
DUKE ENERGY CAROLINAS 1ST MORTGAGE GLB 02.850% MAR 15 2032	305,000 shares	292,733	263,676
DUKE ENERGY CAROLINAS 1ST REF MORT GLB 03.750% JUN 01 2045	100,000 shares	92,457	76,525
DUKE ENERGY CORP - 04.200% JUN 15 2049	190,000 shares	197,396	146,792
DUKE ENERGY CORP GLB 05.000% AUG 15 2052	45,000 shares	44,743	39,271
DUKE ENERGY OHIO INC 1ST MORTGAGE GLB 05.650% APR 01 2053	9,000 shares	8,989	8,808
DUKE ENERGY PROGRESS LLC 1ST MORTGAGE GLB 02.500% AUG 15 2050	105,000 shares	95,424	60,745
EL PASO NATURAL GAS COMPANY GUARNT SER 08.375% JUN 15 2032	100,000 shares	123,665	117,492
ELI LILLY & CO GLB 04.875% FEB 27 2053	85,000 shares	84,821	76,950
ENBRIDGE ENERGY PARTNERS COMPANY GUARNT 05.500% SEP 15 2040	140,000 shares	147,242	134,008
ENERGY TRANSFER PARTNERS - 04.900% MAR 15 2035	100,000 shares	88,712	94,137
ENERGY TRANSFER PARTNERS - 05.150% MAR 15 2045	195,000 shares	174,697	170,650
ENERGY TRANSFER PARTNERS - 05.950% OCT 01 2043	100,000 shares	95,342	97,045
ENERGY TRANSFER PARTNERS - 06.000% JUN 15 2048	230,000 shares	219,214	222,159
ENERGY TRANSFER PARTNERS - 06.125% DEC 15 2045	40,000 shares	39,354	39,480
ENERGY LOUISIANA LLC 1ST MORTGAGE 02.350% JUN 15 2032	120,000 shares	107,592	99,832
ENERGY TEXAS INC 1ST MORTGAGE 05.000% SEP 15 2052	65,000 shares	64,627	58,116
ENTERPRISE PRODUCTS OPER COMP GUARNT SER D GLB 06.875% MAR 01 2033	80,000 shares	95,415	88,017
ENTERPRISE PRODUCTS OPER COMP GUARNT SER H GLB 06.650% OCT 15 2034	100,000 shares	115,511	108,723
ENTERPRISE PRODUCTS OPER COMPANY GUARNT 03.200% FEB 15 2052	75,000 shares	73,727	48,713
ENTERPRISE PRODUCTS OPER COMPANY GUARNT 04.200% JAN 31 2050	140,000 shares	130,701	110,120
ENTERPRISE PRODUCTS OPER COMPANY GUARNT 04.800% FEB 01 2049	135,000 shares	145,374	116,182
ENTERPRISE PRODUCTS OPER COMPANY GUARNT 04.950% OCT 15 2054	35,000 shares	33,891	30,571
EVERSOURCE ENERGY GLB 03.375% MAR 01 2032	60,000 shares	55,616	52,516
EVERSOURCE ENERGY GLB 03.450% JAN 15 2050	90,000 shares	87,944	61,509
EXELON CORP GLB 04.700% APR 15 2050	15,000 shares	19,185	12,657
EXELON CORP SER GLB 04.950% JUN 15 2035	145,000 shares	146,326	137,348
EXELON GENERATION CO LLC GLB 05.600% JUN 15 2042	140,000 shares	138,249	135,045
EXPRESS SCRIPTS HOLDING COMPANY GUARNT GLB 03.400% MAR 01 2027	85,000 shares	78,523	81,807
EXXON MOBIL CORPORATION GLB 03.095% AUG 16 2049	130,000 shares	133,565	86,605
EXXON MOBIL CORPORATION GLB 03.294% MAR 19 2027	680,000 shares	653,120	666,570
EXXON MOBIL CORPORATION GLB 03.452% APR 15 2051	165,000 shares	146,397	115,663
FEDEX CORP COMPANY GUARNT 04.950% OCT 17 2048	380,000 shares	373,557	331,637
FISERV INC GLB 05.450% MAR 02 2028	565,000 shares	566,605	573,910
FLORIDA POWER & LIGHT CO 1ST MORTGAGE 04.050% OCT 01 2044	240,000 shares	238,015	195,482
FLORIDA POWER & LIGHT CO 1ST MORTGAGE GLB 03.990% MAR 01 2049	60,000 shares	66,404	46,895
FOX CORP GLB 05.576% JAN 25 2049	65,000 shares	86,890	60,399
GENERAL ELEC CAP CORP SER MTNA GLB 06.750% MAR 15 2032	140,000 shares	159,876	153,378
GENERAL MOTORS CO GLB 05.600% OCT 15 2032	50,000 shares	49,904	50,426
GENERAL MOTORS CO GLB 05.950% APR 01 2049	230,000 shares	261,039	217,270
GEORGIA POWER CO SER A GLB 03.250% MAR 15 2051	95,000 shares	88,845	64,036
GILEAD SCIENCES INC GLB 02.800% OCT 01 2050	45,000 shares	39,564	27,658
GILEAD SCIENCES INC GLB 04.150% MAR 01 2047	245,000 shares	233,018	195,829
GILEAD SCIENCES INC GLB 04.500% FEB 01 2045	75,000 shares	71,733	64,285
GILEAD SCIENCES INC GLB 04.600% SEP 01 2035	95,000 shares	94,993	89,652
GOLDMAN SACHS GROUP INC GLB 02.600% FEB 07 2030	295,000 shares	298,438	261,308
GOLDMAN SACHS GROUP INC GLB VAR%FEB 24 2033	430,000 shares	381,750	370,604
GOLDMAN SACHS GROUP INC GLB VAR%FEB 24 2043	475,000 shares	378,371	353,595
GOLDMAN SACHS GROUP INC GLB VAR%JAN 27 2032	175,000 shares	166,593	144,421
GOLDMAN SACHS GROUP INC GLB VAR%JUL 21 2032	310,000 shares	313,177	258,354
HCA INC COMPANY GUARNT 05.500% JUN 15 2047	400,000 shares	373,048	363,196
HCA INC COMPANY GUARNT GLB 03.500% JUL 15 2051	280,000 shares	222,840	181,093
HCA INC COMPANY GUARNT GLB 05.500% JUN 01 2033	160,000 shares	159,101	158,290
HOME DEPOT INC GLB 02.375% MAR 15 2051	85,000 shares	61,481	48,094
HOME DEPOT INC GLB 03.350% APR 15 2050	55,000 shares	62,986	38,343
HOME DEPOT INC GLB 03.900% JUN 15 2047	380,000 shares	361,990	297,285
HONEYWELL INTERNATIONAL GLB 02.700% AUG 15 2029	110,000 shares	108,304	100,817
HP ENTERPRISE CO GLB 04.900% OCT 15 2025	505,000 shares	499,490	504,960

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HP ENTERPRISE CO GLB STEP% OCT 15 2045	110,000 shares	113,841	114,160
IBM CORP - 04.000% JUN 20 2042	105,000 shares	108,211	85,792
IBM CORP GLB 03.500% MAY 15 2029	780,000 shares	719,612	739,151
IBM CORP GLB 04.250% MAY 15 2049	155,000 shares	154,373	124,443
INDIANA MICHIGAN POWER GLB 05.625% APR 01 2053	95,000 shares	97,119	92,562
INTERCONTINENTALEXCHANGE GLB 01.850% SEP 15 2032	285,000 shares	257,493	225,477
INTERCONTINENTALEXCHANGE GLB 04.000% SEP 15 2027	300,000 shares	293,676	294,528
INTERCONTINENTALEXCHANGE GLB 04.950% JUN 15 2052	310,000 shares	296,258	276,955
JOHNSON & JOHNSON GLB 04.500% DEC 05 2043	190,000 shares	207,127	173,445
JPMORGAN CHASE & CO GLB VAR%APR 22 2032	115,000 shares	116,078	98,648
JPMORGAN CHASE & CO GLB VAR%APR 22 2042	720,000 shares	616,844	528,667
JPMORGAN CHASE & CO GLB VAR%JAN 23 2029	235,000 shares	230,045	225,454
JPMORGAN CHASE & CO GLB VAR%JAN 23 2049	355,000 shares	295,988	273,496
JPMORGAN CHASE & CO GLB VAR%JUN 01 2034	130,000 shares	130,000	129,909
JPMORGAN CHASE & CO SUBORDINATED GLB VAR%MAY 13 2031	125,000 shares	131,909	111,814
KINDER MORGAN INC COMP GUARNT SER GMTN 07.750% JAN 15 2032	35,000 shares	41,737	39,763
KINDER MORGAN INC COMPANY GUARNT GLB 03.250% AUG 01 2050	95,000 shares	73,911	60,164
KINDER MORGAN INC COMPANY GUARNT GLB 05.450% AUG 01 2052	25,000 shares	22,094	22,732
KINDER MORGAN INC/DELAWA COMPANY GUARNT 05.550% JUN 01 2045	35,000 shares	324,825	331,783
KINDER MORGAN INC/DELAWA COMPANY GUARNT GLB 05.050% FEB 15 2046	160,000 shares	155,714	138,907
KRAFT HEINZ FOODS CO COMPANY GUARNT GLB 04.375% JUN 01 2046	305,000 shares	261,008	246,943
KRAFT HEINZ FOODS CO COMPANY GUARNT GLB 05.500% JUN 01 2050	45,000 shares	50,028	42,217
L3HARRIS TECH INC GLB 05.600% JUL 31 2053	295,000 shares	312,325	285,557
LLOYDS BANKING GROUP PLC SUBORDINATED GLB 04.344% JAN 09 2048	55,000 shares	45,764	43,094
LOCKHEED MARTIN CORP GLB 03.800% MAR 01 2045	265,000 shares	264,705	208,865
LOCKHEED MARTIN CORP GLB 04.070% DEC 15 2042	665,000 shares	576,050	554,218
LOCKHEED MARTIN CORP GLB 04.090% SEP 15 2052	40,000 shares	39,114	31,640
LOCKHEED MARTIN CORP GLB 05.200% FEB 15 2055	38,000 shares	37,711	35,796
LOEWS CORP GLB 04.125% MAY 15 2043	110,000 shares	110,084	91,177
LOUISVILLE GAS & ELEC 1ST MORTGAGE GLB 04.250% APR 01 2049	535,000 shares	429,648	425,036
LOWE'S COS INC GLB 03.000% OCT 15 2050	15,000 shares	14,804	9,326
LOWE'S COS INC GLB 03.750% APR 01 2032	320,000 shares	289,101	293,050
LOWE'S COS INC GLB 04.050% MAY 03 2047	350,000 shares	325,306	271,751
LOWE'S COS INC GLB 04.250% APR 01 2052	105,000 shares	95,981	81,946
LOWE'S COS INC GLB 05.750% JUL 01 2053	65,000 shares	65,293	63,642
LYB INT FINANCE III COMPANY GUARNT GLB 03.625% APR 01 2051	340,000 shares	324,361	228,296
MASS INSTITUTE OF TECH - 03.885% JUL 01 2116	115,000 shares	116,657	80,474
MCDONALD'S CORP SER MTN 03.700% JAN 30 2026	450,000 shares	435,757	446,513
MCDONALD'S CORP SER MTN GLB 04.450% MAR 01 2047	320,000 shares	309,666	268,573
MCDONALD'S CORP SER MTN GLB 04.450% SEP 01 2048	135,000 shares	118,022	112,556
MERCK & CO INC GLB 03.700% FEB 10 2045	195,000 shares	184,598	151,012
MERCK & CO INC GLB 04.000% MAR 07 2049	90,000 shares	93,068	70,480
META PLATFORMS INC GLB 05.600% MAY 15 2053	180,000 shares	180,526	179,955
METLIFE INC - 04.875% NOV 13 2043	205,000 shares	214,880	186,120
MICROSOFT CORP GLB 02.525% JUN 01 2050	145,000 shares	112,358	89,233
MICROSOFT CORP GLB 02.675% JUN 01 2060	181,000 shares	155,953	106,006
MICROSOFT CORP GLB 02.921% MAR 17 2052	5,000 shares	4,920	3,303
MICROSOFT CORP GLB 03.041% MAR 17 2062	519,000 shares	501,235	331,558
MIDAMERICAN ENERGY CO 1ST MORTGAGE 04.250% MAY 01 2046	371,000 shares	370,805	305,697
MONDELEZ INTERNATIONAL GLB 01.500% FEB 04 2031	145,000 shares	137,598	118,214
MONDELEZ INTERNATIONAL GLB 02.625% SEP 04 2050	460,000 shares	300,550	269,045
MORGAN STANLEY GLB VAR%APR 22 2042	655,000 shares	513,733	484,261
MORGAN STANLEY GLB VAR%OCT 18 2033	110,000 shares	120,964	116,359
MORGAN STANLEY SER MTN 04.375% JAN 22 2047	340,000 shares	299,115	283,931
MORGAN STANLEY SER MTN GLB VAR%APR 01 2031	75,000 shares	86,077	69,662
MORGAN STANLEY SER MTN GLB VAR%APR 28 2032	48,000 shares	46,908	39,261
MORGAN STANLEY SER MTN GLB VAR%JAN 25 2052	300,000 shares	206,850	183,216
MORGAN STANLEY SER MTN VAR%OCT 20 2032	170,000 shares	150,381	142,445
MPLX LP GLB 04.950% SEP 01 2032	225,000 shares	223,724	216,927
MPLX LP GLB 05.500% FEB 15 2049	170,000 shares	170,890	156,087
NATIONAL RURAL UTIL COOP COLLATERAL TRUST GLB 04.300% MAR 15 2049	610,000 shares	513,770	492,984
NETFLIX INC GLB 05.400% AUG 15 2054	370,000 shares	384,049	359,884
NEXTERA ENERGY CAPITAL COMPANY GUARNT GLB 05.250% FEB 28 2053	485,000 shares	457,888	445,128
NISOURCE FINANCE CORP GLB 04.375% MAY 15 2047	285,000 shares	283,537	232,948
NORFOLK SOUTHERN CORP GLB 02.900% AUG 25 2051	95,000 shares	86,114	58,518
NORFOLK SOUTHERN CORP GLB 03.050% MAY 15 2050	45,000 shares	44,894	29,103
NORFOLK SOUTHERN CORP GLB 03.700% MAR 15 2053	115,000 shares	85,981	82,648
NORTHERN STATES PWR-MINN 1ST MORTGAGE 03.400% AUG 15 2042	140,000 shares	126,067	106,340
NORTHERN STATES PWR-MINN 1ST MORTGAGE 03.600% SEP 15 2047	60,000 shares	58,302	44,330
NORTHERN STATES PWR-MINN 1ST MORTGAGE GLB 02.900% MAR 01 2050	130,000 shares	113,519	83,168
NORTHROP GRUMMAN CORP GLB 04.030% OCT 15 2047	160,000 shares	151,613	125,605
NORTHROP GRUMMAN CORP GLB 04.400% MAY 01 2030	60,000 shares	60,391	58,421
NORTHROP GRUMMAN CORP GLB 04.750% JUN 01 2043	465,000 shares	434,924	416,696
NUCOR CORP GLB 02.979% DEC 15 2055	355,000 shares	232,269	210,870
NVIDIA CORP GLB 03.700% APR 01 2060	75,000 shares	71,828	55,333
NXP BV/NXP FDG/NXP USA COMPANY GUARNT GLB 05.000% JAN 15 2033	104,000 shares	104,466	101,209
NY & PRESBYTERIAN HOSPIT SER 2019 03.954% AUG 01 2119	50,000 shares	50,000	33,909
ORACLE CORP GLB 03.850% APR 01 2060	100,000 shares	103,551	68,601
ORACLE CORP GLB 04.000% JUL 15 2046	575,000 shares	532,246	442,503
ORACLE CORP GLB 05.550% FEB 06 2053	100,000 shares	94,818	94,479
PACCAR FINANCIAL CORP SER MTN GLB 05.050% AUG 10 2026	465,000 shares	467,413	469,259
PARKER-HANNIFIN CORP - 04.250% SEP 15 2027	525,000 shares	510,673	519,467
PECO ENERGY CO 1ST MORTGAGE GLB 04.375% AUG 15 2052	100,000 shares	100,116	82,610
PEPSICO INC GLB 01.625% MAY 01 2030	160,000 shares	150,555	136,525
PEPSICO INC GLB 02.750% OCT 21 2051	295,000 shares	282,137	183,956
PEPSICO INC GLB 04.200% JUL 18 2052	14,000 shares	13,983	11,397
PFIZER INC GLB 02.700% MAY 28 2050	35,000 shares	28,175	21,533
PFIZER INC GLB 04.000% MAR 15 2049	135,000 shares	133,392	105,952
PFIZER INC GLB 04.125% DEC 15 2046	450,000 shares	455,292	362,714
PFIZER INVESTMENT ENTER COMPANY GUARNT GLB 05.300% MAY 19 2053	70,000 shares	70,733	65,542
PHILIP MORRIS INTL INC GLB 04.125% MAR 04 2043	800,000 shares	661,176	649,680
PHILIP MORRIS INTL INC GLB 04.250% NOV 10 2044	140,000 shares	126,470	114,605
PIEDMONT NATURAL GAS CO GLB 03.350% JUN 01 2050	85,000 shares	80,915	56,093
PLAINS ALL AMER PIPELINE GLB 04.700% JUN 15 2044	151,000 shares	135,058	124,622
PNC FINANCIAL SERVICES GLB VAR%JUL 23 2035	450,000 shares	469,219	446,504
PRES & FELLOWS OF HARVAR - 03.745% NOV 15 2052	95,000 shares	90,388	72,812
PRINCIPAL FINANCIAL GRP COMPANY GUARNT GLB 02.125% JUN 15 2030	130,000 shares	109,645	112,043
PROCTER & GAMBLE CO/THE GLB 01.200% OCT 29 2030	100,000 shares	95,466	82,549

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PROCTER & GAMBLE CO/THE GLB 02.300% FEB 01 2032	35,000 shares	31,611	30,077
PROGRESS ENERGY CAROLINA 1ST MORTGAGE GLB 04.100% MAY 15 2042	130,000 shares	126,094	106,750
PRUDENTIAL FINANCIAL INC JR SUBORDINATED GLB VAR%OCT 01 2050	360,000 shares	342,253	320,252
PRUDENTIAL FINANCIAL INC SER MTN 03.700% MAR 13 2051	120,000 shares	117,032	86,836
PUB SVC ELEC & GAS SER MTN 03.650% SEP 01 2042	45,000 shares	41,987	35,054
PUBLIC SERVICE COLORADO 1ST MORTGAGE GLB 05.750% MAY 15 2054	225,000 shares	226,312	224,471
PUBLIC SERVICE COLORADO 1ST MORTGAGE SER 36 GLB 02.700% JAN 15 2051	80,000 shares	72,044	47,303
PUBLIC STORAGE COMPANY GUARNT GLB 05.350% AUG 01 2053	300,000 shares	297,912	285,165
QUALCOMM INC GLB 04.800% MAY 20 2045	120,000 shares	120,176	108,439
QUALCOMM INC GLB 06.000% MAY 20 2053	470,000 shares	523,190	491,268
RAYTHEON TECH CORP GLB 03.030% MAR 15 2052	180,000 shares	137,547	113,854
REPUBLIC SERVICES INC GLB 03.050% MAR 01 2050	435,000 shares	315,231	292,520
ROYAL BANK OF CANADA SER GMTN GLB 05.150% FEB 01 2034	525,000 shares	547,297	518,417
SAN DIEGO G & E 1ST MORTGAGE 05.350% APR 01 2053	60,000 shares	59,272	56,457
SEMPRA ENERGY GLB 04.000% FEB 01 2048	300,000 shares	261,955	226,824
SIMON PROPERTY GROUP LP GLB 06.650% JAN 15 2054	330,000 shares	373,365	367,297
SOUTHERN CAL EDISON 1ST MORTGAGE GLB 03.650% FEB 01 2050	60,000 shares	56,591	42,857
SOUTHERN CAL EDISON 1ST MORTGAGE GLB 05.700% MAR 01 2053	70,000 shares	69,671	68,082
SOUTHERN CAL EDISON 1ST REF MORT SER C 03.600% FEB 01 2045	145,000 shares	119,036	107,078
SOUTHERN CALIF GAS CO 1ST MORTGAGE GLB 05.875% DEC 01 2053	120,000 shares	119,743	119,348
SOUTHERN CO GLB 04.400% JUL 01 2046	535,000 shares	524,200	442,493
SOUTHERN CO SER A GLB 03.700% APR 30 2030	80,000 shares	80,041	75,137
STARBUCKS CORP GLB 03.500% NOV 15 2050	795,000 shares	641,514	549,218
TAKEDA PHARMACEUTICAL GLB 03.025% JUL 09 2040	585,000 shares	437,843	424,031
TAKEDA PHARMACEUTICAL GLB 03.175% JUL 09 2050	550,000 shares	389,851	356,296
TAMPA ELECTRIC CO GLB 04.450% JUN 15 2049	45,000 shares	45,819	37,062
TARGA RESOURCES CORP COMPANY GUARNT GLB 06.500% FEB 15 2053	505,000 shares	475,281	526,301
TARGET CORP GLB 02.650% SEP 15 2030	650,000 shares	589,279	579,384
TEXAS INSTRUMENTS INC GLB 02.700% SEP 15 2051	50,000 shares	47,696	30,356
THERMO FISHER SCIENTIFIC GLB 04.800% NOV 21 2027	575,000 shares	575,184	579,330
TIME WARNER CABLE INC GLB 04.500% SEP 15 2042	390,000 shares	319,847	291,759
T-MOBILE USA INC COMPANY GUARNT GLB 03.400% OCT 15 2052	295,000 shares	226,601	196,786
T-MOBILE USA INC COMPANY GUARNT GLB 04.500% APR 15 2050	110,000 shares	114,996	90,192
T-MOBILE USA INC COMPANY GUARNT GLB 05.650% JAN 15 2053	200,000 shares	194,029	193,524
TOYOTA MOTOR CREDIT CORP GLB 01.900% SEP 12 2031	360,000 shares	288,763	294,980
TOYOTA MOTOR CREDIT CORP SER MTN 03.375% APR 01 2030	475,000 shares	437,489	440,035
TRUIST FINANCIAL CORP SER MTN VAR%JUL 28 2026	1,050,000 shares	1,011,909	1,045,916
UNION PACIFIC CORP GLB 02.950% MAR 10 2052	160,000 shares	127,145	101,008
UNION PACIFIC CORP GLB 03.750% FEB 05 2070	40,000 shares	39,982	26,687
UNION PACIFIC CORP GLB 03.839% MAR 20 2060	305,000 shares	305,311	217,974
UNITED PARCEL SERVICE - 03.750% NOV 15 2047	230,000 shares	222,220	174,050
UNITED TECHNOLOGIES CORP GLB 04.625% NOV 16 2048	310,000 shares	316,964	263,373
UNITEDHEALTH GROUP INC GLB 04.450% DEC 15 2048	805,000 shares	855,431	663,046
UNITEDHEALTH GROUP INC GLB 04.750% MAY 15 2052	65,000 shares	64,743	55,692
UNITEDHEALTH GROUP INC GLB 05.050% APR 15 2053	440,000 shares	437,026	396,220
UNITEDHEALTH GROUP INC GLB 05.200% APR 15 2063	53,000 shares	52,609	47,674
US BANCORP SUBORDINATED GLB VAR%NOV 03 2036	155,000 shares	149,551	125,542
USD AMERICA MOVIL SA 6.125% MAR 30 2040	100,000 shares	118,010	102,175
USD BHP FINANCE USA 5.000% SEP 30 2043	255,000 shares	284,592	238,239
VALERO ENERGY CORP GLB 04.000% JUN 01 2052	80,000 shares	75,899	57,026
VERIZON COMMUNICATIONS GLB 02.550% MAR 21 2031	980,000 shares	900,992	843,947
VERIZON COMMUNICATIONS GLB 02.850% SEP 03 2041	650,000 shares	536,106	449,443
VERIZON COMMUNICATIONS GLB 03.550% MAR 22 2051	115,000 shares	101,977	81,265
VERIZON COMMUNICATIONS GLB 03.700% MAR 22 2061	245,000 shares	246,065	166,127
VIRGINIA ELEC & POWER CO GLB 02.950% NOV 15 2051	15,000 shares	13,692	9,339
VISA INC GLB 04.300% DEC 14 2045	85,000 shares	89,226	72,752
WALMART INC GLB 02.650% SEP 22 2051	130,000 shares	125,505	80,386
WALMART INC GLB 04.500% APR 15 2053	60,000 shares	59,834	52,205
WALT DISNEY COMPANY/THE COMPANY GUARNT GLB 02.750% SEP 01 2049	145,000 shares	126,392	90,431
WALT DISNEY COMPANY/THE COMPANY GUARNT GLB 03.800% MAY 13 2060	160,000 shares	159,771	116,134
WEC ENERGY GROUP INC - 01.800% OCT 15 2030	65,000 shares	62,203	54,329
WELLS FARGO & COMPANY GLB VAR%APR 24 2034	113,000 shares	113,000	111,742
WELLS FARGO & COMPANY SUBORDINATED SER MTN 04.400% JUN 14 2046	815,000 shares	848,619	654,421
WELLS FARGO & COMPANY SUBORDINATED SER MTN 04.650% NOV 04 2044	335,000 shares	327,784	281,980
WESTERN GAS PARTNERS LP GLB 05.500% AUG 15 2048	90,000 shares	74,755	78,244
WILLIAMS COMPANIES INC GLB 03.500% OCT 15 2051	75,000 shares	64,525	51,099
WILLIAMS PARTNERS LP GLB 05.100% SEP 15 2045	210,000 shares	208,689	188,559
WISCONSIN POWER & LIGHT - 03.950% SEP 01 2032	70,000 shares	69,175	64,663
Total Corporate Bonds		75,125,906	66,915,855
Mutual funds			
ISHARES TR CORE MSCI EAF ETF	3,115 shares	182,479	218,922
VANGUARD 500 INDEX FUND SHS ETF	11,701 shares	3,010,484	6,304,616
VANGUARD FTSE EMERGING MARKETS ETF	39,376 shares	1,857,446	1,734,119
VANGUARD MID-CAP ETF	13,205 shares	1,917,613	3,487,837
VANGUARD SMALL CAP	13,435 shares	2,386,968	3,228,162
Total Mutual funds		9,354,990	14,973,656
Municipal Bonds			
BAY AREA TOLL AUTH CALIF TOLL BRDG REV 2 TAXABLE NOV09 06.263%APR01 2049	100,000 shares	135,427	105,690
CALIFORNIA ST GO BDS TAXABLE APR09 07.550%APR01 2039	720,000 shares	1,011,395	851,062
CALIFORNIA ST GO BDS TAXABLE DEC10 07.600%NOV01 2040	100,000 shares	146,313	119,084
CHICAGO IL MET WTR RECLAM DIST LT TAXABLE AUG09 05.720%DEC01 2038	100,000 shares	119,594	100,401
DALLAS FORT WORTH TEX INTL ARPT REV C TAXABLE NOV21 02.843%NOV01 2046	110,000 shares	110,271	77,302
NEW JERSEY ST TPK AUTH TPK REV REV A TAXABLE DEC10 07.102%JAN01 2041	30,000 shares	37,923	33,503
NEW YORK NYC MUN WFA WTR-SS RV WTR GG TAXABLE JUN10 05.724%JUN15 2042	245,000 shares	314,418	240,634
PORT AUTH N Y & N J CONSOLIDATED TAXABLE OCT12 04.458%OCT01 2062	410,000 shares	423,202	344,396
TEXAS ST GO TAXABLE TRANS COMM HWY TAXABLE DEC19 03.211%APR01 2044	50,000 shares	50,000	38,992
UNIVERSITY CALIF REVS GEN REV BDS AQ TAXABLE APR15 04.767%MAY15 2115	70,000 shares	90,509	57,082
Total Municipal Bonds		2,439,052	1,968,146

CH2M HILL OMI Retirement Plan
 EIN #93-0549963 Plan #006
 Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
 December 31, 2024 (continued)

U.S. government securities			
U.S. TREASURY PRIN STRIP ZERO% AUG 15 2048	686,800 shares	255,741	216,040
U.S. TREASURY PRIN STRIP ZERO% AUG 15 2052	1,280,000 shares	371,238	344,307
U.S. TREASURY PRIN STRIP ZERO% FEB 15 2053	220,000 shares	74,785	58,465
U.S. TREASURY PRIN STRIP ZERO% MAY 15 2049	815,000 shares	382,538	248,347
U.S. TREASURY PRIN STRIP ZERO% NOV 15 2050	1,240,000 shares	426,509	355,024
U.S. TREASURY PRIN STRIP ZERO% NOV 15 2052	860,000 shares	297,517	232,166
U.S. TREASURY STRIP ZERO% AUG 15 2051	1,070,000 shares	411,104	287,423
Total U.S. government securities		2,219,432	1,741,772
Total Investments		92,616,669	89,208,355

*Investment of a party-in-interest to the Plan.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32 Schedule of Amortization Bases as of January 1, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2024	413,612	15.00000	413,612	37,631
2. Shortfall	01/01/2023	6,685,940	14.00000	6,415,392	612,303
Total				6,829,004	649,934

Plan Name: CH2M Hill OMI Retirement Plan
EIN / PN: 93-0549963/006
Plan Sponsor: CH2M Hill Companies, LTD
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

The cash balance interest crediting rate was changed from a 4.04% rate in 2023, 4.00% rate in 2024, grading up 0.25% per year to 5.25% in 2029 and later to a 4.94% rate in 2024, 5.00% rate in 2025, grading up 0.25% per year to 5.25% in 2026 and later.

Plan Name: CH2M Hill OMI Retirement Plan
EIN / PN: 93-0549963/006
Plan Sponsor: CH2M Hill Companies, LTD
Valuation Date: January 1, 2024