

Form 5500-SF

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation

Short Form Annual Return/Report of Small Employee Benefit Plan

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

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

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 03/01/2024 and ending 02/28/2025

- A This return/report is for: [X] a single-employer plan [ ] a multiple-employer plan (not multiemployer) (Pension Plan filers checking this box must attach Schedule MEP. Other plans must attach a list of participating employer information in accordance with the form instructions.)
B This return/report is [ ] the first return/report [ ] the final return/report [ ] an amended return/report [ ] a short plan year return/report (less than 12 months)
C Check box if filing under: [X] Form 5558 [ ] automatic extension [ ] DFVC program [ ] special extension (enter description)
D If the plan is a collectively-bargained plan, check here [ ]
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan: STERLING WINDOW SYSTEMS, INC. RETIREMENT PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 03/01/1986
2a Plan sponsor's name (employer, if for a single-employer plan): STERLING WINDOW SYSTEMS, INC
2b Employer Identification Number (EIN): 62-1047587
2c Sponsor's telephone number: 865-938-0422
2d Business code (see instructions): 339900
3a Plan administrator's name and address: [X] 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.
4b EIN
4d PN
5a Total number of participants at the beginning of the plan year: 29
5b Total number of participants at the end of the plan year: 28
5c(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)
5c(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)
5d(1) Total number of active participants at the beginning of the plan year: 8
5d(2) Total number of active participants at the end of the plan year: 7
5e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested: 0

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established. Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, and Name. Includes entries for Michael Lance as plan administrator and employer/plan sponsor.

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) .....  Yes  No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) .....  Yes  No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.**
- c** If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? .....  Yes  No  Not determined
- If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year: 571734. (See instructions.)

<b>Part III Financial Information</b>			
<b>7</b> Plan Assets and Liabilities		<b>(a) Beginning of Year</b>	<b>(b) End of Year</b>
<b>a</b> Total plan assets .....	<b>7a</b>	6734415	6365523
<b>b</b> Total plan liabilities .....	<b>7b</b>	0	0
<b>c</b> Net plan assets (subtract line 7b from line 7a) .....	<b>7c</b>	6734415	6365523
<b>8</b> Income, Expenses, and Transfers for this Plan Year		<b>(a) Amount</b>	<b>(b) Total</b>
<b>a</b> Contributions received or receivable from:			
<b>(1)</b> Employers .....	<b>8a(1)</b>	0	
<b>(2)</b> Participants .....	<b>8a(2)</b>		
<b>(3)</b> Others (including rollovers) .....	<b>8a(3)</b>		
<b>b</b> Other income (loss) .....	<b>8b</b>	155382	
<b>c</b> Total income (add lines 8a(1), 8a(2), 8a(3), and 8b) .....	<b>8c</b>		155382
<b>d</b> Benefits paid (including direct rollovers and insurance premiums to provide benefits) .....	<b>8d</b>	524274	
<b>e</b> Certain deemed and/or corrective distributions (see instructions) .	<b>8e</b>		
<b>f</b> Administrative service providers (salaries, fees, commissions) .....	<b>8f</b>		
<b>g</b> Other expenses .....	<b>8g</b>		
<b>h</b> Total expenses (add lines 8d, 8e, 8f, and 8g) .....	<b>8h</b>		524274
<b>i</b> Net income (loss) (subtract line 8h from line 8c) .....	<b>8i</b>		-368892
<b>j</b> Transfers to (from) the plan (see instructions) .....	<b>8j</b>		

<b>Part IV Plan Characteristics</b>	
<b>9a</b>	If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions: <u>1A 1I</u>
<b>b</b>	If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

<b>Part V Compliance Questions</b>				
<b>10</b> During the plan year:		<b>Yes</b>	<b>No</b>	<b>Amount</b>
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program) .....	<b>10a</b>		X	
<b>b</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.) .....	<b>10b</b>		X	
<b>c</b> Was the plan covered by a fidelity bond? .....	<b>10c</b>	X		500000
<b>d</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....	<b>10d</b>		X	
<b>e</b> Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.) .....	<b>10e</b>		X	
<b>f</b> Has the plan failed to provide any benefit when due under the plan? .....	<b>10f</b>		X	
<b>g</b> Did the plan have any participant loans? (If "Yes," enter amount as of year-end.) .....	<b>10g</b>		X	
<b>h</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....	<b>10h</b>			
<b>i</b> If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3 .....	<b>10i</b>			

**Part VI Pension Funding Compliance**

**11** Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and lines 11a and b below.) If this is a defined contribution pension plan, leave line 11 blank and complete line 12 below.  Yes  No

**a** Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 **11a** 0

**b PBGC missed contribution reporting requirements.** If the plan is covered by PBGC and the amount reported on line 11a is greater than \$0, has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

Yes.

No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

No. Other. Provide explanation \_\_\_\_\_

**12** Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? (If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.) If this is a defined benefit pension plan, leave line 12 blank and complete line 11 above.  Yes  No

**a** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, and enter the date of the letter ruling granting the waiver. Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.**

**b** Enter the minimum required contribution for this plan year **12b**

**c** Enter the amount contributed by the employer to the plan for this plan year **12c**

**d** Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount) **12d**

**e** Will the minimum funding amount reported on line 12d be met by the funding deadline?  Yes  No  N/A

**Part VII Plan Terminations and Transfers of Assets**

**13a** Has a resolution to terminate the plan been adopted in any plan year?  Yes  No

**a** If "Yes," enter the amount of any plan assets that reverted to the employer this year. **13a**

**b** Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?  Yes  No

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

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

**Part VIII IRS Compliance Questions**

**14a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules?  Yes  No

**14b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

Design-based safe harbor method

"Prior year" ADP test

"Current year" ADP test

N/A

**15** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 03 / 30 / 2018 (MM/DD/YYYY) and the Opinion Letter serial number J501366A.

<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
---	--	--

For calendar plan year 2024 or fiscal plan year beginning 03/01/2024 and ending 02/28/2025

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

<b>A</b> Name of plan <u>STERLING WINDOW SYSTEMS, INC. RETIREMENT PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>STERLING WINDOW SYSTEMS, INC</u>	<b>D</b> Employer Identification Number (EIN) <u>62-1047587</u>	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500	

**Part I Basic Information**

<b>1</b>	Enter the valuation date: Month <u>03</u> Day <u>01</u> Year <u>2024</u>		
<b>2</b>	Assets:		
	<b>a</b> Market value .....	<b>2a</b>	<u>6734415</u>
	<b>b</b> Actuarial value .....	<b>2b</b>	<u>6782017</u>
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	<u>6</u>	<u>2419573</u>
	<b>b</b> For terminated vested participants .....	<u>15</u>	<u>279788</u>
	<b>c</b> For active participants .....	<u>8</u>	<u>3339182</u>
	<b>d</b> Total .....	<u>29</u>	<u>6038543</u>
<b>4</b>	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>	
	<b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor .....	<b>4b</b>	
<b>5</b>	Effective interest rate .....	<b>5</b>	<u>5.06 %</u>
<b>6</b>	Target normal cost		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	<u>0</u>
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	<u>0</u>
	<b>c</b> Target normal cost .....	<b>6c</b>	<u>0</u>

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

<b>SIGN HERE</b>  Signature of actuary  <u>JAIME PACKER ASA, EA, MAAA</u> Type or print name of actuary  <u>USI CONSULTING GROUP</u> Firm name  <u>95 GLASTONBURY BLVD, SUITE 102</u> <u>GLASTONBURY, CT 06033</u>  Address of the firm	<u>10/17/2025</u> Date  <u>23-07956</u> Most recent enrollment number  <u>860-652-1037</u> Telephone number (including area code)
--	--

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

<b>Part II Beginning of Year Carryover and Prefunding Balances</b>		(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	13752
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	0
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	13752
<b>10</b>	Interest on line 9 using prior year's actual return of <u>2.35</u> % .....	0	323
<b>11</b>	Prior year's excess contributions to be added to prefunding balance:		
	<b>a</b> Present value of excess contributions (line 38a from prior year) .....		277528
	<b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.21</u> % .....		14459
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		0
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		291987
	<b>d</b> Portion of (c) to be added to prefunding balance .....		0
<b>12</b>	Other reductions in balances due to elections or deemed elections .....		0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....	0	14075

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	112.07 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	112.31 %
<b>16</b>	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	111.78 %
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

<b>Part IV Contributions and Liquidity Shortfalls</b>		<b>18 Contributions made to the plan for the plan year by employer(s) and employees:</b>					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees		
<b>Totals ▶</b>			<b>18(b)</b>	0	<b>18(c)</b>	0	

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

<b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b>			
<b>21</b> Discount rate:			
<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code) .....			<b>21b</b> 4
<b>22</b> Weighted average retirement age .....			<b>22</b> 65
<b>23</b> Mortality table(s) (see instructions)	<input checked="" type="checkbox"/> Prescribed - combined	<input type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute

<b>Part VI Miscellaneous Items</b>			
<b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
<b>25</b> Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
<b>26</b> Demographic and benefit information			
<b>a</b> Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>b</b> Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....			<b>27</b>

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

<b>Part VIII Minimum Required Contribution For Current Year</b>			
<b>31</b> Target normal cost and excess assets (see instructions):			
<b>a</b> Target normal cost (line 6c) .....			<b>31a</b> 0
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....			<b>31b</b> 0
<b>32</b> Amortization installments:	Outstanding Balance	Installment	
<b>a</b> Net shortfall amortization installment .....	0	0	
<b>b</b> Waiver amortization installment .....			
<b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount .....			<b>33</b>
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....			<b>34</b> 0
	Carryover balance	Prefunding balance	Total balance
<b>35</b> Balances elected for use to offset funding requirement .....			0
<b>36</b> Additional cash requirement (line 34 minus line 35) .....			<b>36</b> 0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....			<b>37</b> 0
<b>38</b> Present value of excess contributions for current year (see instructions)			
<b>a</b> Total (excess, if any, of line 37 over line 36)			<b>38a</b> 0
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....			<b>38b</b> 0
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....			<b>39</b> 0
<b>40</b> Unpaid minimum required contributions for all years .....			<b>40</b> 0

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

**STERLING WINDOW SYSTEMS, INC. RETIREMENT PLAN**

**Age and Service Distribution as of March 1, 2024**

**EIN: 62-1047587 PN: 001**

**Years of Credited Service**

<b>Attained Age</b>	<u>Under 1</u> No.	<u>1 to 4</u> No.	<u>5 to 9</u> No.	<u>10 to 14</u> No.	<u>15 to 19</u> No.	<u>20 to 24</u> No.	<u>25 to 29</u> No.	<u>30 to 34</u> No.	<u>35 to 39</u> No.	<u>40 &amp; up</u> No.
Under 25	0	0	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	0	0	0	0	0	0	0
35 to 39	0	0	0	0	0	0	0	0	0	0
40 to 44	0	0	0	0	0	0	0	0	0	0
45 to 49	0	0	0	0	0	0	0	0	0	0
50 to 54	0	0	0	1	0	2	1	0	0	0
55 to 59	0	0	0	0	0	0	0	0	0	0
60 to 64	0	0	0	0	0	0	0	0	2	1
65 to 69	0	0	0	0	0	0	0	0	1	0
70 & up	0	0	0	0	0	0	0	0	0	0

**Sterling Window Systems, Inc.**  
**Retirement Plan**

**SUMMARY OF PLAN PROVISIONS**

<b><u>Effective Date</u></b>	March 1, 1986
<b><u>Plan Year</u></b>	March 1 – February 28
<b><u>Eligibility</u></b> Requirements	Minimum age: 21 Minimum service: 12 months in which a participant works at least 1,000 hours
Entry Date	The date on which the employee satisfies the eligibility requirements <b>Plan frozen to new entrants effective 10/1/2011.</b>  Effective 3/1/2017, three employees were allowed to enter the plan in order to satisfy the coverage requirements of Section 410(b).  Effective 3/1/2018, two employees were allowed to enter the plan in order to satisfy the coverage requirements of Section 410(b).
<b><u>Normal Retirement</u></b> Eligibility	The attainment of age 65 and 5 years of participation
Benefit	The greater of (a), (b) and (c) below: 85% of the member's Final Average Earnings. This amount is reduced proportionately for years of Credited Service less than 25. 2% of Final Average Earnings times years of Credited Service completed after March 1, 1986, not in excess of 10 years. The member's accrued benefit as of February 28, 1989, but not greater than \$11,666.67.  <b>Benefit accruals were frozen effective February 28, 2019.</b>
Final Average Earnings	Average earnings for the highest five consecutive calendar years preceding the date of termination. Compensation is limited to the IRC 401(a)(17) pay limit (\$275,000 as of the freeze date).
Credited Service	Years of service measured by plan years during which the participant works at least 1,000 hours.
Normal Form of Benefit	For unmarried participants, the normal form of payment of benefits is a single life annuity. For married participants, the normal form is a reduced 50% Joint and Survivor annuity.
<b><u>Early Retirement</u></b> Eligibility	Attainment of age 55 and 10 years of vesting service
Benefit	Accrued benefit on Early Retirement Date reduced by 5/9 of 1% for each month that the Early Retirement Date precedes the Normal Retirement Date.

**Sterling Window Systems, Inc.**  
**Retirement Plan**

**SUMMARY OF PLAN PROVISIONS**  
**(continued)**

**Late Retirement**

Eligibility Retirement following Normal Retirement Date.

Benefit The greater of (a) and (b) below:  
(a) Accrued benefit as of actual retirement date  
(b) Actuarial equivalent of the Normal Retirement Benefit

**Accrued Benefit**

Life annuity payable at age 65 equal to the Normal Retirement Benefit.

To determine part (a) of the Normal Retirement Benefit, Credited Service is projected to Normal Retirement Date and the resulting benefit is prorated for actual Credited Service.

Maximum Annual Benefit: \$225,000 as of the freeze date as adjusted per IRC Sec. 415 for retirement age other than social security retirement age and straight life annuity form.

**Vested Percentage**

20% after 2 years of Vesting Service, with an additional 20% for each additional years of Vesting Service up to 100% after six years of Vesting Service.

**Death Benefit**

Eligibility 2 years of vesting service

Benefit Qualified Preretirement Survivor Annuity based on 50% Joint & Survivor Annuity and payable at the earliest retirement date.

**Optional Forms of Benefit**

- (a) Single Life Annuity
- (b) Joint & Survivor Annuity (50%, 66.7%, 75% and 100%)
- (c) Certain & Life Annuity (5 year and 10 year)
- (d) Lump Sum payable at termination of employment

**Actuarial Equivalence**

For non-lump sums, 1971 GAM table for Males with a 5-year setback for beneficiaries and 6% interest. For lump sums, 417(e) with an annual stability period and 2-month lookback.

**Sterling Window Systems, Inc.**  
**Retirement Plan**

**SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**

**COST METHOD**

In accordance with PPA, the annual cost is equal to the target normal cost plus the shortfall amortization charge minus any prefunding and carryover balances.

Unit Credit method. The normal cost is the sum of the individual normal costs for active participants. The normal cost for an individual is the present value, as of the valuation date, of the participant's retirement, death, and withdrawal benefits which he is expected to accrue during the current plan year.

The actuarial accrued liability is the sum of the individual present values, for all participants, of the benefits accrued, based on service to the valuation date.

The actuarial liabilities shown in this report are determined using software purchased from an outside vendor which was developed for this purpose. Certain information is entered into this model in order to generate the liabilities specific to your pension plan. These inputs include economic and non-economic assumptions, plan provisions and census information. We rely on the coding within the software to value the liabilities using the actuarial methods and assumptions selected. Both the input to and the output from the model is checked for accuracy and reviewed for reasonableness.

**ACTUARIAL ASSUMPTIONS**

Mortality (as prescribed by PPA)

Non-disabled – 2024 Optional Combined Table provided in IRC Regulation §1.430(h)(3)-1(e)

Disabled - None

Interest Rate (as prescribed by PPA and modified by MAP-21, HATFA, BBA and ARPA)

**Without Adjusted Interest Rates:**

Liabilities are valued using the three segment rates based on the 24-month average of the corporate bond yield curve published by the Secretary of the Treasury for the applicable month of November 2023.

**With Adjusted Interest Rates:**

The interest rates are the adjusted 24-month segment rates using 25-year average segment rate corridors of 95% to 105% per Funding Relief.

**PBGC Premiums and LDRM:**

The Plan Sponsor is using the Alternative Method to determine the Variable Rate Premium.

	Without Adjusted Interest Rates	With Adjusted Interest Rates	PBGC Premiums & LDRM
Segment 1 (0 to 5 years)	4.02%	4.75%	4.02%
Segment 2 (5 to 20 years)	4.73%	4.87%	4.73%
Segment 3 (20+ years)	4.75%	5.59%	4.75%
Effective Rate	4.68%	5.06%	4.68%

**Sterling Window Systems, Inc.**  
**Retirement Plan**

---

**SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**  
**(continued)**

ACTUARIAL ASSUMPTIONS (continued)

Additional Assumptions

Credit Balances – Excess contributions plus interest for the 2023 plan year in the amount of \$291,987 were not elected to be added to the prefunding balance.

The voluntary reduction of the funding standard carryover balance was \$0.

The voluntary reduction of the prefunding balance was \$0.

Salary Projection – N/A

Retirement Age – Age 65

Marriage Assumption – 80% of the population is assumed to be married with husbands being 3 years older than the wives.

Cost of Living Increase – N/A

Expense Load – \$0

Social Security Wage Base Increases – N/A

Lump Sums – 50.00% of the active population are assumed to take a lump sum

Lump Sum Conversion – 417(e) mortality and underlying liability interest rates

Withdrawal Rates – See withdrawal rates in table below

Disability Rates – N/A. No separate disability benefit is provided, decrement included as withdrawal.

**Pre-retirement Decrement Rates**

<u>Age</u>	<u>Withdrawal</u>	
	<u>Male</u>	<u>Female</u>
20	10.08%	10.08%
25	5.270%	5.270%
30	4.830%	4.830%
35	4.480%	4.480%
40	3.850%	3.850%
45	3.220%	3.220%
50	1.530%	1.530%
55	0.340%	0.340%
60	0.170%	0.170%

## **Sterling Window Systems, Inc.**

### **Retirement Plan**

---

#### **SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**

**(continued)**

#### ASSET VALUATION

The actuarial value of plan assets is developed as the 3-year average of the plan assets based on the market value of assets as of the valuation date and the "adjusted value" of market assets for each of the two immediately preceding valuation dates. The adjusted value of assets at each preceding valuation date is equal to the market value of assets on such valuation date plus the net cash flow amount (including expected earnings on investments) for each following year up to the current valuation date. In this way, one third of the investment gain or loss over the preceding twelve months is recognized in plan assets immediately, and the other two thirds is deferred. Valuation assets are further limited to a 10% corridor around market value.

Expected Return on Assets for IRC 430 = 3.00%, for FASB ASC 960 = 3.00%

The return reflects the anticipated gross long-term rate of return on plan assets based on the plan's current and expected future asset portfolio. The plan is currently 100% invested in a fixed income cash/insurance account. We, the plan actuary, feel that a 3% return on asset assumption is appropriate for a similarly invested plan. Additional adjustments will be made in future years if actual experience continues to support such a change.

#### RATIONALE FOR ASSUMPTIONS

1. Prescribed Assumptions: The Interest Rates and Mortality Assumptions are prescribed by the IRS and/or Plan Sponsor elections.
2. The Retirement Assumption is set at age 65. With only 5 active participants remaining, age 65 (or Normal Retirement Age) is a reasonable assumption.
3. The Expected Return on Plan Assets reflects the anticipated gross long-term rate of return on plan assets based on the plan's current and expected future asset portfolio. This assumption has been continuously adjusted downward based on experience.

#### PLAN SPONSOR ELECTIONS

The Plan Sponsor elected to use segment rates with a November look-back as the discount rate methodology under PPA. This election was made August 8, 2011.

The Plan Sponsor elected to use 3-point asset smoothing as the actuarial asset valuation method under PPA. This election was made November 2, 2009.

The Plan Sponsor elected to use the Alternative method to value liabilities for the variable premium calculation during the 2010 premium payment year. This election can be changed, however once changed, the Plan Sponsor is locked in for five years.

**Sterling Window Systems, Inc.**

**Retirement Plan**

---

**SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**

**(continued)**

**ATTRIBUTION PARAMETERS**

Attribution parameters determine how growth in the benefit formula is allocated to years of service.

Because the plan is frozen, there is no further attribution; all benefits are included in the accrued liability as of the valuation date.

**ACCRUED AND VESTED BENEFITS**

Vested benefits are based on the plan document's vesting schedule based on years of service. Please refer to the Summary of Plan Provisions section of this report for requirements for particular benefits.

**STERLING WINDOW SYSTEMS, INC.**  
**RETIREMENT PLAN**

---

Schedule SB, line 22 – Description of Weighted Average Retirement Age EIN: 62-1047587 PN: 001

Age:	Rate:
<54	0%
55	0%
56	0%
57	0%
58	0%
59	0%
60	0%
61	0%
62	0%
63	0%
64	0%
65	100%

All participants (100%) are assumed to retire at age 65.

<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
---	--	--

For calendar plan year 2024 or fiscal plan year beginning 03/01/2024 and ending 02/28/2025

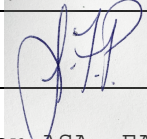
▶ **Round off amounts to nearest dollar.**  
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

<b>A</b> Name of plan Sterling Window Systems, Inc. Retirement Plan	<b>B</b> Three-digit plan number (PN) ▶	001
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Sterling Window Systems, Inc.	<b>D</b> Employer Identification Number (EIN)  62-1047587	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500	

**Part I Basic Information**

<b>1</b>	Enter the valuation date: Month <u>3</u> Day <u>1</u> Year <u>2024</u>		
<b>2</b>	Assets:		
	<b>a</b> Market value .....	<b>2a</b>	6,734,415
	<b>b</b> Actuarial value .....	<b>2b</b>	6,782,017
<b>3</b>	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	<b>a</b> For retired participants and beneficiaries receiving payment .....	6	2,419,573
	<b>b</b> For terminated vested participants .....	15	279,788
	<b>c</b> For active participants .....	8	3,339,182
	<b>d</b> Total .....	29	6,038,543
<b>4</b>	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>	
	<b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor .....	<b>4b</b>	
<b>5</b>	Effective interest rate .....	<b>5</b>	5.06 %
<b>6</b>	Target normal cost .....		
	<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	0
	<b>b</b> Expected plan-related expenses .....	<b>6b</b>	0
	<b>c</b> Target normal cost .....	<b>6c</b>	0

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

<b>SIGN HERE</b>	 <b>Jaime F. Packer</b> Signature of actuary	<u>10/17/2025</u> Date
	<u>Jaime Packer ASA, EA, MAAA</u> Type or print name of actuary	<u>23-07956</u> Most recent enrollment number
	<u>USI Consulting Group</u> Firm name	<u>(860) 652-1037</u> Telephone number (including area code)
	<u>95 Glastonbury Blvd, Suite 102</u> <u>Glastonbury</u> CT <u>06033</u> Address of the firm	

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

<b>Part II Beginning of Year Carryover and Prefunding Balances</b>		(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	13,752
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....	0	0
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	13,752
<b>10</b>	Interest on line 9 using prior year's actual return of <u>2.35</u> % .....	0	323
<b>11</b>	Prior year's excess contributions to be added to prefunding balance:		
	<b>a</b> Present value of excess contributions (line 38a from prior year) .....		277,528
	<b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.21</u> % .....		14,459
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		0
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		291,987
	<b>d</b> Portion of (c) to be added to prefunding balance .....		0
<b>12</b>	Other reductions in balances due to elections or deemed elections .....		0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....	0	14,075

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	112.07%
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	112.31%
<b>16</b>	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	111.78%
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

<b>Part IV Contributions and Liquidity Shortfalls</b>							
<b>18</b> Contributions made to the plan for the plan year by employer(s) and employees:							
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees		
<b>Totals ▶</b>			<b>18(b)</b>	0	<b>18(c)</b>	0	

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

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

**21** Discount rate:

<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
-------------------------	------------------------	------------------------	------------------------	---

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

**22** Weighted average retirement age ..... **22** 65

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

**Part VI Miscellaneous Items**

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

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

**26** Demographic and benefit information

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

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

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

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

**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):

<b>a</b> Target normal cost (line 6c) .....	<b>31a</b>	0
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....	<b>31b</b>	0

**32** Amortization installments:

	Outstanding Balance	Installment
<b>a</b> Net shortfall amortization installment .....	0	0
<b>b</b> Waiver amortization installment .....		

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

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

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

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

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

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

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

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

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

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

**STERLING WINDOW SYSTEMS, INC. RETIREMENT PLAN**

**Age and Service Distribution as of March 1, 2024**

**EIN: 62-1047587 PN: 001**

**Years of Credited Service**

<b>Attained Age</b>	<u>Under 1</u> No.	<u>1 to 4</u> No.	<u>5 to 9</u> No.	<u>10 to 14</u> No.	<u>15 to 19</u> No.	<u>20 to 24</u> No.	<u>25 to 29</u> No.	<u>30 to 34</u> No.	<u>35 to 39</u> No.	<u>40 &amp; up</u> No.
Under 25	0	0	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	0	0	0	0	0	0	0
35 to 39	0	0	0	0	0	0	0	0	0	0
40 to 44	0	0	0	0	0	0	0	0	0	0
45 to 49	0	0	0	0	0	0	0	0	0	0
50 to 54	0	0	0	1	0	2	1	0	0	0
55 to 59	0	0	0	0	0	0	0	0	0	0
60 to 64	0	0	0	0	0	0	0	0	2	1
65 to 69	0	0	0	0	0	0	0	0	1	0
70 & up	0	0	0	0	0	0	0	0	0	0

**Sterling Window Systems, Inc.**  
**Retirement Plan**

**SUMMARY OF PLAN PROVISIONS**

<b><u>Effective Date</u></b>	March 1, 1986
<b><u>Plan Year</u></b>	March 1 – February 28
<b><u>Eligibility</u></b> Requirements	Minimum age: 21 Minimum service: 12 months in which a participant works at least 1,000 hours
Entry Date	The date on which the employee satisfies the eligibility requirements <b>Plan frozen to new entrants effective 10/1/2011.</b>  Effective 3/1/2017, three employees were allowed to enter the plan in order to satisfy the coverage requirements of Section 410(b).  Effective 3/1/2018, two employees were allowed to enter the plan in order to satisfy the coverage requirements of Section 410(b).
<b><u>Normal Retirement</u></b> Eligibility	The attainment of age 65 and 5 years of participation
Benefit	The greater of (a), (b) and (c) below: 85% of the member's Final Average Earnings. This amount is reduced proportionately for years of Credited Service less than 25. 2% of Final Average Earnings times years of Credited Service completed after March 1, 1986, not in excess of 10 years. The member's accrued benefit as of February 28, 1989, but not greater than \$11,666.67.  <b>Benefit accruals were frozen effective February 28, 2019.</b>
Final Average Earnings	Average earnings for the highest five consecutive calendar years preceding the date of termination. Compensation is limited to the IRC 401(a)(17) pay limit (\$275,000 as of the freeze date).
Credited Service	Years of service measured by plan years during which the participant works at least 1,000 hours.
Normal Form of Benefit	For unmarried participants, the normal form of payment of benefits is a single life annuity. For married participants, the normal form is a reduced 50% Joint and Survivor annuity.
<b><u>Early Retirement</u></b> Eligibility	Attainment of age 55 and 10 years of vesting service
Benefit	Accrued benefit on Early Retirement Date reduced by 5/9 of 1% for each month that the Early Retirement Date precedes the Normal Retirement Date.

**Sterling Window Systems, Inc.**  
**Retirement Plan**

---

**SUMMARY OF PLAN PROVISIONS**  
**(continued)**

**Late Retirement**

Eligibility Retirement following Normal Retirement Date.

Benefit

The greater of (a) and (b) below:

- (a) Accrued benefit as of actual retirement date
- (b) Actuarial equivalent of the Normal Retirement Benefit

**Accrued Benefit**

Life annuity payable at age 65 equal to the Normal Retirement Benefit.

To determine part (a) of the Normal Retirement Benefit, Credited Service is projected to Normal Retirement Date and the resulting benefit is prorated for actual Credited Service.

Maximum Annual Benefit: \$225,000 as of the freeze date as adjusted per IRC Sec. 415 for retirement age other than social security retirement age and straight life annuity form.

**Vested Percentage**

20% after 2 years of Vesting Service, with an additional 20% for each additional years of Vesting Service up to 100% after six years of Vesting Service.

**Death Benefit**

Eligibility 2 years of vesting service

Benefit Qualified Preretirement Survivor Annuity based on 50% Joint & Survivor Annuity and payable at the earliest retirement date.

**Optional Forms of Benefit**

- (a) Single Life Annuity
- (b) Joint & Survivor Annuity (50%, 66.7%, 75% and 100%)
- (c) Certain & Life Annuity (5 year and 10 year)
- (d) Lump Sum payable at termination of employment

**Actuarial Equivalence**

For non-lump sums, 1971 GAM table for Males with a 5-year setback for beneficiaries and 6% interest. For lump sums, 417(e) with an annual stability period and 2-month lookback.

**Sterling Window Systems, Inc.**  
**Retirement Plan**

---

**SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**

**COST METHOD**

In accordance with PPA, the annual cost is equal to the target normal cost plus the shortfall amortization charge minus any prefunding and carryover balances.

Unit Credit method. The normal cost is the sum of the individual normal costs for active participants. The normal cost for an individual is the present value, as of the valuation date, of the participant's retirement, death, and withdrawal benefits which he is expected to accrue during the current plan year.

The actuarial accrued liability is the sum of the individual present values, for all participants, of the benefits accrued, based on service to the valuation date.

The actuarial liabilities shown in this report are determined using software purchased from an outside vendor which was developed for this purpose. Certain information is entered into this model in order to generate the liabilities specific to your pension plan. These inputs include economic and non-economic assumptions, plan provisions and census information. We rely on the coding within the software to value the liabilities using the actuarial methods and assumptions selected. Both the input to and the output from the model is checked for accuracy and reviewed for reasonableness.

**ACTUARIAL ASSUMPTIONS**

Mortality (as prescribed by PPA)

Non-disabled – 2024 Optional Combined Table provided in IRC Regulation §1.430(h)(3)-1(e)

Disabled - None

Interest Rate (as prescribed by PPA and modified by MAP-21, HATFA, BBA and ARPA)

**Without Adjusted Interest Rates:**

Liabilities are valued using the three segment rates based on the 24-month average of the corporate bond yield curve published by the Secretary of the Treasury for the applicable month of November 2023.

**With Adjusted Interest Rates:**

The interest rates are the adjusted 24-month segment rates using 25-year average segment rate corridors of 95% to 105% per Funding Relief.

**PBGC Premiums and LDRM:**

The Plan Sponsor is using the Alternative Method to determine the Variable Rate Premium.

	Without Adjusted Interest Rates	With Adjusted Interest Rates	PBGC Premiums & LDRM
Segment 1 (0 to 5 years)	4.02%	4.75%	4.02%
Segment 2 (5 to 20 years)	4.73%	4.87%	4.73%
Segment 3 (20+ years)	4.75%	5.59%	4.75%
Effective Rate	4.68%	5.06%	4.68%

**Sterling Window Systems, Inc.**  
**Retirement Plan**

---

**SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**  
**(continued)**

ACTUARIAL ASSUMPTIONS (continued)

Additional Assumptions

Credit Balances – Excess contributions plus interest for the 2023 plan year in the amount of \$291,987 were not elected to be added to the prefunding balance.

The voluntary reduction of the funding standard carryover balance was \$0.

The voluntary reduction of the prefunding balance was \$0.

Salary Projection – N/A

Retirement Age – Age 65

Marriage Assumption – 80% of the population is assumed to be married with husbands being 3 years older than the wives.

Cost of Living Increase – N/A

Expense Load – \$0

Social Security Wage Base Increases – N/A

Lump Sums – 50.00% of the active population are assumed to take a lump sum

Lump Sum Conversion – 417(e) mortality and underlying liability interest rates

Withdrawal Rates – See withdrawal rates in table below

Disability Rates – N/A. No separate disability benefit is provided, decrement included as withdrawal.

**Pre-retirement Decrement Rates**

<u>Age</u>	<u>Withdrawal</u>	
	<u>Male</u>	<u>Female</u>
20	10.08%	10.08%
25	5.270%	5.270%
30	4.830%	4.830%
35	4.480%	4.480%
40	3.850%	3.850%
45	3.220%	3.220%
50	1.530%	1.530%
55	0.340%	0.340%
60	0.170%	0.170%

## **Sterling Window Systems, Inc.**

### **Retirement Plan**

---

#### **SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**

**(continued)**

#### ASSET VALUATION

The actuarial value of plan assets is developed as the 3-year average of the plan assets based on the market value of assets as of the valuation date and the "adjusted value" of market assets for each of the two immediately preceding valuation dates. The adjusted value of assets at each preceding valuation date is equal to the market value of assets on such valuation date plus the net cash flow amount (including expected earnings on investments) for each following year up to the current valuation date. In this way, one third of the investment gain or loss over the preceding twelve months is recognized in plan assets immediately, and the other two thirds is deferred. Valuation assets are further limited to a 10% corridor around market value.

Expected Return on Assets for IRC 430 = 3.00%, for FASB ASC 960 = 3.00%

The return reflects the anticipated gross long-term rate of return on plan assets based on the plan's current and expected future asset portfolio. The plan is currently 100% invested in a fixed income cash/insurance account. We, the plan actuary, feel that a 3% return on asset assumption is appropriate for a similarly invested plan. Additional adjustments will be made in future years if actual experience continues to support such a change.

#### RATIONALE FOR ASSUMPTIONS

1. Prescribed Assumptions: The Interest Rates and Mortality Assumptions are prescribed by the IRS and/or Plan Sponsor elections.
2. The Retirement Assumption is set at age 65. With only 5 active participants remaining, age 65 (or Normal Retirement Age) is a reasonable assumption.
3. The Expected Return on Plan Assets reflects the anticipated gross long-term rate of return on plan assets based on the plan's current and expected future asset portfolio. This assumption has been continuously adjusted downward based on experience.

#### PLAN SPONSOR ELECTIONS

The Plan Sponsor elected to use segment rates with a November look-back as the discount rate methodology under PPA. This election was made August 8, 2011.

The Plan Sponsor elected to use 3-point asset smoothing as the actuarial asset valuation method under PPA. This election was made November 2, 2009.

The Plan Sponsor elected to use the Alternative method to value liabilities for the variable premium calculation during the 2010 premium payment year. This election can be changed, however once changed, the Plan Sponsor is locked in for five years.

**Sterling Window Systems, Inc.**

**Retirement Plan**

---

**SUMMARY OF ACTUARIAL METHODS AND ASSUMPTIONS**

**(continued)**

**ATTRIBUTION PARAMETERS**

Attribution parameters determine how growth in the benefit formula is allocated to years of service.

Because the plan is frozen, there is no further attribution; all benefits are included in the accrued liability as of the valuation date.

**ACCRUED AND VESTED BENEFITS**

Vested benefits are based on the plan document's vesting schedule based on years of service. Please refer to the Summary of Plan Provisions section of this report for requirements for particular benefits.

**STERLING WINDOW SYSTEMS, INC.**  
**RETIREMENT PLAN**

---

Schedule SB, line 22 – Description of Weighted Average Retirement Age EIN: 62-1047587 PN: 001

Age:	Rate:
<54	0%
55	0%
56	0%
57	0%
58	0%
59	0%
60	0%
61	0%
62	0%
63	0%
64	0%
65	100%

All participants (100%) are assumed to retire at age 65.