

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 <div style="font-size: 24pt; font-weight: bold; text-align: center;">2024</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
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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
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1a Name of plan <u>R.B. PAMPLIN CORPORATION AND SUBSIDIARIES PENSION PLAN AND TRUST</u>	1b Three-digit plan number (PN) ▶ <u>004</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>R. B. PAMPLIN CORPORATION</u> <u>400 SECOND ST.</u> <u>LAKE OSWEGO, OR 97034</u>	1c Effective date of plan <u>01/01/1987</u> 2b Employer Identification Number (EIN) <u>91-6033627</u> 2c Plan Sponsor's telephone number <u>503-248-1133</u> 2d Business code (see instructions) <u>313000</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.	10/14/2025	GARY R WILLIAMS
	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	2033
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)	176
	6a(2)	123
	6b	1630
	6c	197
	6d	1950
	6e	0
	6f	1950
	6g(1)	
6g(2)		
6h		0
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 1I

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 _____
- (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>R.B. PAMPLIN CORPORATION AND SUBSIDIARIES PENSION PLAN AND TRUST</u>	B Three-digit plan number (PN) ▶	<u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>R. B. PAMPLIN CORPORATION</u>	D Employer Identification Number (EIN) <u>91-6033627</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>97848713</u>
	b Actuarial value	2b	<u>97848848</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>1650</u>	<u>93884713</u>
	b For terminated vested participants	<u>209</u>	<u>9169350</u>
	c For active participants	<u>180</u>	<u>5425970</u>
	d Total	<u>2039</u>	<u>108480033</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>5.01 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>0</u>
	b Expected plan-related expenses	6b	<u>1484427</u>
	c Target normal cost	6c	<u>1484427</u>

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

SIGN HERE Signature of actuary <u>DANIEL C. BERRY, FSA, EA</u> Type or print name of actuary <u>MCGRIFF, A MARSH & MCLENNAN COMPANY</u> Firm name <u>773318 WEST FRIENDLY AVENUE</u> <u>SUITE 400</u> <u>GREENSBORO, NC 27410</u> Address of the firm	<u>09/16/2025</u> Date <u>23-05980</u> Most recent enrollment number <u>336-291-1143</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	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of <u>5.26</u> %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		15
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>5.14</u> %		1
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c	Total available at beginning of current plan year to add to prefunding balance		16
d	Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections		
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	99.33 %
15	Adjusted funding target attainment percentage	15	99.33 %
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	97.24 %
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		
03/27/2024	406753	0					
07/12/2024	406753	0					
10/15/2024	407000	0					
01/14/2025	407000	0					
03/28/2025	14245000	0					
04/02/2025	9100000	0					
			Totals ▶	18(b)	24972506	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	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	23547943

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

Part V Assumptions Used to Determine Funding Target and Target Normal Cost				
21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 63
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input 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
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 1484427
b Excess assets, if applicable, but not greater than line 31a				31b 0
32 Amortization installments:		Outstanding Balance	Installment	
a Net shortfall amortization installment		656123	323363	
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 1807790
		Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement				0
36 Additional cash requirement (line 34 minus line 35)				36 1807790
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)				37 23547943
38 Present value of excess contributions for current year (see instructions)				
a Total (excess, if any, of line 37 over line 36)				38a 21740153
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....				38b
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 checked="" type="checkbox"/> 2019 <input 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 R.B. PAMPLIN CORPORATION AND SUBSIDIARIES PENSION PLAN AND TRUST	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 R. B. PAMPLIN CORPORATION	D Employer Identification Number (EIN) 91-6033627	

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)

GALLAGHER FIDUCIARY ADVISORS, LLC

36-4291971

(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?
26	ASSETT MANAGER	314577	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)

FORVIS MAZARS, LLP

44-0160260

(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	ACCOUNTANT	78686	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)

NEWPORT TRUST COMPANY, LLC

27-4411131

(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	TRUSTEE	68651	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)

MCGRIFF INSURANCE SERVICES

56-1623293

(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	ACTUARY	17677	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 R.B. PAMPLIN CORPORATION AND SUBSIDIARIES PENSION PLAN AND TRUST	B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 R. B. PAMPLIN CORPORATION	D Employer Identification Number (EIN) 91-6033627

Part I	Asset and Liability Statement
---------------	--------------------------------------

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)	839740	23752000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	1929498	2855848
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	571746	16
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	36437543	
(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)	0	34725060
(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)	57648250	57216450
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	97426777	118549374
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	576481	408518
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	576481	408518
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	96850296	118140856

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)	1627506	
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)	23345000	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		24972506
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	1174205	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1174205
(3) Rents.....	2b(3)		1641805
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	53006809	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	52625618	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		381191
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	-431800	
(B) Other.....	2b(5)(B)	2083084	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		1651284

		(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)		1636249
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		31457240

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	8938067	
(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)		8938067
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1228613	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1228613
j Total expenses. Add all expense amounts in column (b) and enter total	2j		10166680

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		21290560
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **FORVIS MAZARS, LLC**

(2) EIN: **44-0160260**

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		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 476490.

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>R.B. PAMPLIN CORPORATION AND SUBSIDIARIES PENSION PLAN AND TRUST</u>	B Three-digit plan number (PN) ▶	<u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>R. B. PAMPLIN CORPORATION</u>	D Employer Identification Number (EIN) <u>91-6033627</u>	

Part I	Distributions
---------------	----------------------

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	
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): _____		
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	18

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
-----------------	-------------------

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: 23.00 % Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: 15.00 %
 High-Yield Debt: 0.00 % Real Assets: 62.00 % Cash or Cash Equivalents: _____% Other: _____%

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

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

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

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

Part VII IRS Compliance Questions

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

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

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




R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust

EIN 91-6033627 PN 004

**Independent Auditor's Report, Financial Statements,
and Supplemental Schedules**

December 31, 2024 and 2023



R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
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December 31, 2024 and 2023

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Independent Auditor's Report

Plan Administrator
R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
Mauldin, South Carolina

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

We have performed audits of the accompanying financial statements of R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust (the "Plan"), an employee benefit plan subject to the *Employee Retirement Income Security Act of 1974* (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023 and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

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

Disclaimer of Opinion on the Financial Statements

We do not express an opinion on the accompanying financial statements of R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust. Because of the significance of the matters described in the Basis for Disclaimer of Opinion for the Financial Statements section of our report, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the financial statements.

Basis for Disclaimer of Opinion on the Financial Statements

The Plan's investment in the Ross Island and Tait properties is reported at a fair value of \$12,140,000 as of December 31, 2024 and 2023 and the related net depreciation in fair value of investments for the years ending December 31, 2024 and 2023 in the amount of \$0 and \$1,810,000, respectively. We were unable to obtain sufficient appropriate audit evidence to support the fair value of these properties at December 31, 2024 and 2023 or the related net depreciation in fair value of investments for the years ending December 31, 2024 and 2023 because of the nature of non-exempt transactions described in Note 10 and change in service providers for certain related valuation services. Consequently, we were unable to determine if any adjustments to these amounts were necessary.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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 within one year after the date that these 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

Our responsibility is to conduct the audits of the Plan's financial statements in accordance with auditing standards generally accepted in the United States of America and to issue an auditor's report. However, because of the matter described in the Basis for Disclaimer of Opinion on the Financial Statements section of our report, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the financial statements.

We are required to be independent of the Plan and to meet our ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit.

Other Matters

Supplemental Schedules Required by ERISA

The supplemental schedules listed in the table of contents 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. Because of the significance of the matters described in the Basis for Disclaimer of Opinion for the Financial Statements section of our report, it is inappropriate to and we do not express an opinion on these supplemental schedules.

Forvis Mazars, LLP

**Asheville, North Carolina
January 7, 2026**

Federal Employer Identification Number: 44-0160260

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments at Fair Value		
Interest bearing cash	\$ -	\$ 571,746
Money market fund	16	-
Mutual funds	34,725,060	-
Common and preferred stocks	-	36,437,543
Leased real properties	<u>57,216,450</u>	<u>57,648,250</u>
Total Investments	<u>91,941,526</u>	<u>94,657,539</u>
Receivables		
Employer contributions	23,752,001	839,740
Accrued interest and dividends	221	-
Rental income receivable on leased real properties	2,564,736	1,353,526
Due from plan sponsor	<u>290,890</u>	<u>575,972</u>
Total Receivables	<u>26,607,848</u>	<u>2,769,238</u>
Total Assets	<u>118,549,374</u>	<u>97,426,777</u>
LIABILITIES		
Property taxes payable	290,890	575,972
Due to plan sponsor	<u>117,628</u>	<u>509</u>
Total Liabilities	<u>408,518</u>	<u>576,481</u>
Net Assets Available for Benefits	<u>\$ 118,140,856</u>	<u>\$ 96,850,296</u>

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Additions		
Investment Income		
Net appreciation in fair value of investments	\$ 3,668,724	\$ 1,479,723
Interest and dividends	1,174,205	963,068
Rental income on leased real properties	<u>1,641,805</u>	<u>1,605,722</u>
Total Investment Income	<u>6,484,734</u>	<u>4,048,513</u>
Contributions		
Employer	<u>24,972,506</u>	<u>2,329,239</u>
Total Additions	<u>31,457,240</u>	<u>6,377,752</u>
Deductions		
Benefits paid to participants	8,938,067	8,953,796
Administrative expenses	<u>1,228,613</u>	<u>1,475,764</u>
Total Deductions	<u>10,166,680</u>	<u>10,429,560</u>
Net Change	21,290,560	(4,051,808)
Net Assets Available for Benefits, Beginning of Year	<u>96,850,296</u>	<u>100,902,104</u>
Net Assets Available for Benefits, End of Year	<u>\$ 118,140,856</u>	<u>\$ 96,850,296</u>

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
Notes to Financial Statements
December 31, 2024 and 2023

Note 1. Description of the Plan

The following description of R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General

The Plan is a defined benefit plan covering substantially all employees of the participating employers, defined below, who have completed one year of service, with the following exceptions: (1) any person who is represented by a collective bargaining unit; (2) any person who is considered a leased employee within the definition of Internal Revenue Code (IRC) Section 414(n); and (3) any nonresident alien within the definition of IRC Section 410(b)(3)(c). As of November 21, 2023, Newport Trust Company, LLC (“Trustee”) serves as Trustee and recordkeeper of the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

Participating Employers

The employers participating in the Plan include R.B. Pamplin Corporation (the “Plan Sponsor”) and its direct and indirect subsidiaries: Mount Vernon Mills, Inc., Smith & Waters, Inc., Mount Vernon Chemicals, LLC, Ross Island Sand & Gravel Company, K.F. Jacobsen & Co., Inc., B. Gentle Concrete Construction Co., Pamplin Foundation, Columbia Empire Farms, Inc. on behalf of its salaried employees only, Pamplin Communications Corporation, Pamplin Broadcasting - Oregon, Inc., Pamplin Broadcasting - Washington, Inc., Your NorthWest, Inc., Pamplin Broadcasting, Inc., Le Cep II, Inc., and Oregon Publications Corporation, Inc.

Pension Benefits

Employees with five years of vesting service, as defined by the Plan, are entitled to pension benefits upon retirement. The Plan provides for an annual normal retirement benefit at the later of age 65 or the fifth anniversary of Plan participation. This benefit consists of each employee’s past service benefits calculated and frozen as of December 31, 1991, and future service benefits, which accrue beginning January 1, 1992, under the Plan at 1.5% of compensation. During 2001, the Plan Sponsor reduced the future service benefits rate to 1.0% effective April 1, 2002, through a plan amendment. During 2004, another plan amendment limited the future service benefits rate of 1.0% effective April 1, 2002 through December 31, 2004, and no longer allowed the subsequent service benefits or benefit service of any kind in plan years beginning on or after January 1, 2005. Thus, no additional benefits have been accrued for existing and future plan participants on or after January 1, 2005. The Plan was closed to new participants in 2008; employees hired after 2008 are not eligible to join. The Plan permits early retirement for those participants who have attained the age of 60 and have completed 15 years of vesting service.

Employees may elect to receive the value of their accumulated plan benefits as a single-life annuity payable monthly from the date of retirement or as a joint and survivor annuity. Additionally, they may elect to receive their benefits in the form of a lump-sum distribution if certain criteria are met.

Employees of the employers that adopted the Plan effective January 1, 1998 were credited with years of service for purposes of benefit service and vesting effective from their date of employment with the respective employer. These employees began their benefit accrual effective January 1, 1998, or as of the date their respective employer adopted the Plan.

Note 2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America (“GAAP”).

Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts in the financial statements and accompanying notes. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan’s management determines the Plan’s valuations policies utilizing information provided by investment managers. See Note 3 for a discussion of fair value measurements.

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

Rental income on leased properties is recorded on the accrual basis and income is recorded when lease payments are due as defined in the lease agreements.

Risks and Uncertainties

The Plan invests in various investment securities. These investment securities are exposed to various risks, such as interest rate, market and credit risk. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term could materially affect the financial status of the Plan and the amounts reported in the Statements of Net assets Available for Benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the 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.

The Plan invests in leased real property. Due to the level of uncertainty related to changes in the fair value of real estate property, it is at least reasonably possible that changes in these estimates could materially affect the amounts reported and disclosed in the financials.

Concentration of Credit Risk

In 2023 and through March 2024, the Plan maintained cash balances in several banks that regularly exceeded amounts insured by the Federal Deposit Insurance Corporation. The Plan periodically assessed the financial condition of each institution and believed the risk of loss to be remote.

Payment of Benefits

Benefits payments to participants are recorded upon distribution.

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
Notes to Financial Statements
December 31, 2024 and 2023

Administrative Expenses

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

During the years ended December 31, 2024 and 2023, the Plan paid approximately \$511,000 and \$1,425,000, respectively, of premium payments to the Pension Benefit Guaranty Corporation ("PBGC").

Note 3. Fair Value Measurements

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

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

Level 2 Inputs to the valuation methodology include:

- 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.
- If the asset or liabilities has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

The asset 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.

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

Mutual Funds and Money Market Funds

These funds are publicly traded investments and are valued daily at the closing price reported on the active market on which the funds are traded.

Interest Bearing Cash

Valued at cost plus accrued interest, which approximates fair value.

Common and Preferred Stocks

These were valued at the closing price reported on the active markets on which the individual securities were traded.

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
Notes to Financial Statements
December 31, 2024 and 2023

Leased Real Property

Valued using third-party appraisers. The third-party appraisers applied the income capitalization approach which focuses on the income-producing capability of the asset. This approach encompasses the direct capitalization method. This method is considered to best reflect the actions of buyers and sellers currently active in this market. This approach utilized a discounted cash flow calculation estimating an income stream for a property over the economic life of the asset and discounts this income to a present value at a risk-adjusted discount rate. The sales comparison approach was also applied as corroborative support for the income capitalization approach for the as-is value. The cost approach was also utilized for certain leased property improvements. This approach is built on the premise that a prudent investor would pay no more for an asset of similar use than its replacement or reproduction cost. Under this approach, the replacement cost new is determined and then reduced for depreciation of the asset.

The methods described above 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 following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value:

	December 31, 2024			
	Fair Value Measurements Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Fair Value				
Mutual funds	\$ 34,725,060	\$ 34,725,060	\$ -	\$ -
Money market fund	16	16	-	-
Leased real property*	<u>57,216,450</u>	<u>-</u>	<u>-</u>	<u>57,216,450</u>
Total assets in the fair value hierarchy	<u>\$ 91,941,526</u>	<u>\$ 34,725,076</u>	<u>\$ -</u>	<u>\$ 57,216,450</u>

	December 31, 2023			
	Fair Value Measurements Using			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Fair Value				
Interest bearing cash	\$ 571,746	\$ 571,746	\$ -	\$ -
Common and preferred stocks	36,437,543	36,437,543	-	-
Leased real property*	<u>57,648,250</u>	<u>-</u>	<u>-</u>	<u>57,648,250</u>
Total assets in the fair value hierarchy	<u>\$ 94,657,539</u>	<u>\$ 37,009,289</u>	<u>\$ -</u>	<u>\$ 57,648,250</u>

*See Disclaimer of Opinion due to a scope limitation related to the valuation of the Tait and Ross Island properties included in the leased real property line on the statement of net assets available for benefits as of December 31, 2024 and 2023 in the amount of \$12,140,000.

During the year ended December 31, 2023, the Plan purchased or received \$6,448,475 of Level 3 investments. Of these investments, \$502,500 were employer contributions of real property to the Plan for the year ended December 31, 2023. No Level 2 investments were transferred to Level 3 during the year ended December 31, 2024 or 2023.

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
Notes to Financial Statements
December 31, 2024 and 2023

The following table sets forth the basic valuation methodologies used in arriving at fair value for unobservable inputs as of December 31, 2024 and 2023.

<u>Property Type</u>	<u>Fair Value As of 2024</u>	<u>Fair Value As of 2023</u>	<u>Principal Valuation Techniques</u>	<u>Unobservable Inputs</u>	<u>Rate of Criterion Applied</u>
Office/industrial warehouse	\$ 14,910,000	\$ 14,850,000	Sales comparison	Comparable property sales	Property rights, conditions of sale, location, size, age/condition (0.00%-53.25% sale compensation adjustments)
			Income capitalization	Comparable rents	Use, size, condition
				Vacancy and credit loss	4.00%-15.00%
				Capitalization rate	7.00%-9.50%
Vacant land	15,143,750	15,083,750	Sales comparison	Comparable property sales	Property rights, conditions of sale, location, size, age/condition (0.00%-50.00% land sale compensation adjustments)
Residential real estate	20,912,700	20,844,500	Sales comparison	Comparable property sales	Property rights, conditions of sale, location, size, age/condition (0.00%-73.00% land sale compensation adjustments)
Vineyard and residential	6,250,000	6,870,000	Sales comparison	Comparable property sales	Market conditions (5.00%) Property rights, conditions of sale, location, size, age/condition (\$143-\$236 improved sale compensation range)
	<u>\$ 57,216,450</u>	<u>\$ 57,648,250</u>			

Note 4. Unaudited Information Certified by Trustee

The Plan Administrator has elected the method of annual reporting compliance permitted by 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. Accordingly, Newport Trust Company, LLC, a qualified institution, has certified the following investment information, included in the accompanying financial statements and ERISA-required supplemental schedules, is complete and accurate:

- Investments of \$91,941,526 and \$94,657,539 as shown in the statements of net assets available for benefits as of December 31, 2024 and 2023, respectively.
- Investment information of \$91,941,526 included in the accompanying schedule of assets (held at end of year) as of December 31, 2024.
- Investment income of \$4,842,929 as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2024.

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
Notes to Financial Statements
December 31, 2024 and 2023

The Plan's independent auditors did not perform auditing procedures with respect to this certified information, except for comparing such certified investment information to the related investment information included in the financial statements and ERISA-required supplemental schedules.

Note 5. Funding Policy

Contributions to provide benefits under the Plan are made by the Plan Sponsor and its subsidiaries. The Plan Sponsor's funding policy is to make cash contributions or property contributions to the Plan in amounts computed by the Plan's actuary, at least equal to the minimum funding requirement under ERISA. During the year ended December 31, 2024, the Plan Sponsor recorded Plan contributions of property valued at \$23,345,000; all was recorded as a receivable at December 31, 2024 and contributed to the Plan in March and April 2025. Additional cash contributions of \$1,627,506 for the 2024 plan year were recorded of which \$407,001 was recorded as a contribution receivable at December 31, 2024. During the year ended December 31, 2023, the Plan Sponsor recorded Plan contributions of property valued at \$502,500. Additional cash contributions of \$1,826,739 for the 2023 plan year were recorded of which \$839,740 was recorded as a receivable at December 31, 2023. The fair value of the property at the time of the contribution satisfied the minimum required contributions. If the Plan experiences any decline in the fair value of investments, additional funding may be necessary to meet minimum funding requirements.

Note 6. 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 services employees have rendered. Accumulated plan benefits include benefits to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits payable under all circumstances – retirement, death, disability, and termination of employment – are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

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

The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2025 and 2024. Had the valuations been performed as of December 31, there would be no material differences.

The actuarial present value of accumulated plan benefits are as follows as of January 1:

	<u>2025</u>	<u>2024</u>
Vested benefits		
Participants currently receiving payments	\$ 75,433,860	\$ 76,486,142
Other participants	<u>10,151,772</u>	<u>12,908,435</u>
Total vested benefits	85,585,632	89,394,577
Non-vested benefits	<u>23,125</u>	<u>33,544</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 85,608,757</u>	<u>\$ 89,428,121</u>

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
Notes to Financial Statements
December 31, 2024 and 2023

The changes in the actuarial present value of accumulated plan benefits are summarized as follows for the years ended January 1:

	<u>2025</u>	<u>2024</u>
Accumulated plan benefit obligation at beginning of period	\$ 89,428,121	\$ 83,667,800
Increase (decrease) attributable to		
Decrease in discount period	5,101,500	4,755,269
Benefits paid to participants	(8,936,406)	(8,957,088)
Assumption changes	12,042	9,052,691
Other changes	<u>3,500</u>	<u>909,449</u>
Accumulated plan benefit obligation at end of period	<u>\$ 85,608,757</u>	<u>\$ 89,428,121</u>

The significant actuarial assumptions used in the valuations as of January 1, 2025 and 2024 (valuation dates) were:

Actuarial method	Unit credit method
Interest rate	6.00%, compounded annually
Retirement	Experience rates from age 60 to 70
Mortality basis	Pri-2012 mortality table rates (generally) with blue collar adjustment, projected by Scale MP-2021, sex-distinct, with separate rates for employees, retirees, and contingent survivors

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

Note 7. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA and any applicable collective bargaining agreements.

In the event that the Plan is terminated, the net assets of the Plan will be allocated for payment of plan benefits to the participants in an order of priority determined in accordance with ERISA, applicable regulations thereunder, and the plan document.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination, subject to a statutory ceiling on the amount of an individual's monthly benefit.

Whether all participants receive their benefits should the Plan be terminated at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits, the priority of those benefits to be paid, and the level and type of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the then existing assets and the PBGC guaranty while other benefits may not be provided for at all.

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
Notes to Financial Statements
December 31, 2024 and 2023

Note 8. Party-in-Interest and Related Party Transactions

The Plan's investments were managed by Dr. Robert B. Pamplin, Jr., the Plan trustee. Dr. Pamplin is the president of R.B. Pamplin Corporation and Subsidiaries. During 2023, Dr. Pamplin resigned as trustee and Newport Trust Company, LLC was appointed as the Plan's independent trustee.

In addition, the Plan held interest bearing cash with its custodians RBC Wealth Management, Morgan Stanley, and Washington Trust Bank and/or their affiliates, during 2023 and part of 2024.

Changes in the fair value of existing properties held by the Plan (which were originally purchased from related parties) totaled depreciation of \$431,800 and \$873,925 for the years ended December 31, 2024 and 2023, respectively, and are recorded within net appreciation in fair value of investments in the accompanying statements of changes in net assets.

As of December 31, 2023, the Plan owes Mount Vernon Mills, Inc. \$509 in expense reimbursements.

The following is a summary of contributions of employer real property to the Plan and purchases of employer real property by the Plan. Both contributions and purchases are valued by the Plan at their respective fair value on the date of transaction. The properties are subsequently adjusted to fair value annually based on independent appraisals. The gain or loss on the subsequent sale of a property is calculated utilizing the most recent fair value as the selling price. All property is being leased back to the subsidiary it was purchased from under related party leases. These related party transactions (contributions, purchases and leases) are considered prohibited transactions under ERISA. See Note 10 which describes Department of Labor ("DOL") litigation and findings related to these transactions which are considered transactions prohibited by ERISA.

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
Notes to Financial Statements
December 31, 2024 and 2023

	<u>Contributions to the Plan (at Fair Value on the Date of Transaction)</u>	<u>Purchases by the Plan (at Fair Value on the Date of Transaction)</u>	<u>Year of Transaction</u>	<u>Year Sold to 3rd Party</u>
Trion Lodge (deed dated 12/27/2018)	\$ -	\$ 1,170,000	2018	N/A
Tait property (deed dated 2/25/2019)	-	4,800,000	2019	N/A
Gresham Press property (deed dated 9/24/2019)	-	1,550,000	2019	N/A
Madras property (deed dated 9/24/2019)*	-	370,000	2019	N/A
Prineville property(deed dated 9/24/2019)	-	640,000	2019	N/A
Lake Oswego property (deed dated 1/23/2020)	-	1,100,000	2020	N/A
Yamhill County House (deed dated 6/25/2020)	-	656,000	2020	N/A
Yamhill County Vineyard (deed dated 8/13/2020)	-	852,800	2020	N/A ^(B)
Yamhill County Vineyard (deed dated 9/3/2020)	-	780,000	2020	N/A ^(B)
Yamhill County Vineyard (deed dated 9/17/2020)	-	1,196,000	2020	N/A ^(B)
Yamhill County Vineyard (deed dated 10/30/2020)	-	520,000	2020	N/A ^(B)
Yamhill County Vineyard (deed dated 12/10/2020)	-	556,400	2020	N/A ^(B)
Yamhill County Vineyard (deed dated 12/22/2020)	-	566,800	2020	N/A ^(B)
Yamhill County Vineyard (deed dated 2/4/2021)	-	208,000	2021	N/A ^(B)
Yamhill County Vineyard (deed dated 2/8/2021)	-	260,000	2021	N/A ^(B)
Yamhill County Vineyard (deed dated 7/5/2022)	-	104,000	2022	N/A ^(B)
Yamhill County Vineyard (deed dated 7/7/2022)	-	156,000	2022	N/A ^(B)
Ross Island (deed dated 12/17/2020)*	7,801,600	-	2020	N/A ^(B)
Ross Island (deed dated 1/7/2021)*	-	1,060,000	2021	N/A ^(B)
Ross Island (deed dated 1/14/2021)*	-	678,400	2021	N/A ^(B)
Ross Island (deed dated 2/4/2021)*	-	530,000	2021	N/A ^(B)
Ross Island (deed dated 2/8/2021)*	-	530,000	2021	N/A ^(B)
McDonald property (deed dated 2/23/2021)	-	241,500	2021	N/A ^(B)
McDonald property (deed dated 3/1/2021)	-	402,500	2021	N/A ^(B)
McDonald property (deed dated 3/3/2021)	-	144,900	2021	N/A ^(B)
McDonald property (deed dated 3/4/2021)	-	515,200	2021	N/A ^(B)
McDonald property (deed dated 4/1/2021)	-	305,900	2021	N/A ^(B)
Friend property (deed dated 4/15/2021)*	-	360,000	2021	N/A ^(B)
Friend property (deed dated 4/22/2021)*	-	360,000	2021	N/A ^(B)
Friend property (deed dated 5/13/2021)*	-	340,000	2021	N/A ^(B)
Gay property (deed dated 5/20/2021)	-	324,990	2021	N/A ^(B)
Gay property (deed dated 5/27/2021)	-	606,510	2021	N/A ^(B)
Gay property (deed dated 9/23/2021)	-	82,800	2021	N/A ^(B)
Gay property (deed dated 6/29/2022)	-	20,700	2022	N/A ^(B)
Gay property (deed dated 12/6/2022)	-	1,085,000	2022	N/A ^(B)
Swan property (deed dated 6/9/2021)	-	1,621,200	2021	N/A ^(B)
Swan property (deed dated 6/21/2021)	-	1,331,700	2021	N/A ^(B)
Swan property (deed dated 7/15/2021)	-	926,400	2021	N/A ^(B)
Swan property (deed dated 8/5/2021)	-	1,331,700	2021	N/A ^(B)
Swan property (deed dated 9/2/2021)	-	231,600	2021	N/A ^(B)
Swan property (deed dated 9/16/2021)	-	231,600	2021	N/A ^(B)
Swan property (deed dated 9/30/2021)	-	312,660	2021	N/A ^(B)
Swan property (deed dated 10/19/2021)	-	347,400	2021	N/A ^(B)
Swan property (deed dated 10/28/2021)	-	231,600	2021	N/A ^(B)
Swan property (deed dated 11/4/2021)	-	463,200	2021	N/A ^(B)
Swan property (deed dated 11/15/2021)	-	347,400	2021	N/A ^(B)
Swan property (deed dated 11/23/2021)	-	347,400	2021	N/A ^(B)
Swan property (deed dated 12/2/2021)	-	1,076,940	2021	N/A ^(B)
Swan property (deed dated 12/14/2021)	-	463,200	2021	N/A ^(B)
Swan property (deed dated 12/21/2021)	-	752,700	2021	N/A ^(B)
Swan property (deed dated 1/4/2022)	-	1,331,700	2022	N/A ^(B)
Swan property (deed dated 6/23/2022)	-	115,800	2022	N/A ^(B)
Swan property (deed dated 6/29/2022)	-	115,800	2022	N/A ^(B)
Warnock property (deed dated 1/10/2022)	-	700,800	2022	N/A ^(B)
Warnock property (deed dated 2/4/2022)	-	306,600	2022	N/A ^(B)
Warnock property (deed dated 2/17/2022)	-	481,800	2022	N/A ^(B)
Warnock property (deed dated 6/7/2022)	-	657,000	2022	N/A ^(B)
Warnock property (deed dated 6/29/2022)	-	43,800	2022	N/A ^(B)
Warnock property (deed dated 8/25/2022)	-	525,600	2022	N/A ^(B)
Warnock property (deed dated 8/25/2022)	-	262,800	2022	N/A ^(B)

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	Contributions to the Plan (at Fair Value on the Date of Transaction)	Purchases by the Plan (at Fair Value on the Date of Transaction)	Year of Transaction	Year Sold to 3rd Party
Warnock property (deed dated 10/21/2022)	\$ -	\$ 219,000	2022	N/A ^(B)
Warnock property (deed dated 10/27/2022)	-	897,900	2022	N/A ^(B)
Warnock property (deed dated 11/2/2022)	-	284,700	2022	N/A ^(B)
Carlson Konkler property (deed dated 3/10/2022)	1,315,200	-	2022	N/A ^(A)
Carlson Konkler property (deed dated 6/30/2022)	-	54,800	2022	N/A ^(A)
Carlson Konkler property (deed dated 12/27/2022)	-	891,200	2022	N/A ^(A)
Carlson Konkler property (deed dated 1/12/2023)	423,320	-	2023	N/A ^(A)
Carlson Konkler property (deed dated 1/24/2023)	-	50,130	2023	N/A ^(A)
Rhode property (deed dated 7/21/2022)	-	558,000	2022	N/A ^(B)
Rhode property (deed dated 7/28/2022)	-	682,000	2022	N/A ^(B)
Grabhorn property (deed dated 9/9/2022)	-	460,600	2022	N/A ^(B)
Grabhorn property (deed dated 9/9/2022)	806,050	-	2021/2022	N/A ^(B)
Grabhorn property (deed dated 9/13/2022)	-	197,400	2022	N/A ^(B)
Grabhorn property (deed dated 10/13/2022)	-	180,950	2022	N/A ^(B)
Cooper property (deed dated 1/5/2023)	-	903,450	2023	N/A ^(B)
Cooper property (deed dated 1/12/2023)	-	158,500	2023	N/A ^(B)
Cooper property (deed dated 1/19/2023)	-	523,050	2023	N/A ^(B)
Swan II property (deed dated 2/9/2023)	-	741,625	2023	N/A ^(A)
Swan II property (deed dated 2/23/2023)	-	314,100	2023	N/A ^(A)
Swan II property (deed dated 2/28/2023)	-	436,250	2023	N/A ^(A)
Swan II property (deed dated 3/2/2023)	-	174,500	2023	N/A ^(A)
Johnson Ranch property (deed dated 3/9/2023)	-	502,500	2023	N/A ^(A)
Johnson Ranch property (deed dated 3/14/2023)	-	502,500	2023	N/A ^(A)
Johnson Ranch property (deed dated 3/21/2023)	-	492,450	2023	N/A ^(A)
Johnson Ranch property (deed dated 3/28/2023)	-	512,550	2023	N/A ^(A)
Johnson Ranch 2 property (deed dated 3/30/2023)	502,500 ^(C)	-	2023	N/A ^(A)
Johnson Ranch 2 property (deed dated 3/30/2023)	-	211,050	2023	N/A ^(A)
	<u>\$ 10,848,670</u>	<u>\$ 47,582,005</u>		

* The Ross Island, Friend, and Madras properties listed in the table above have liens recorded totaling \$3,187,790. There has been no adjustment to the fair value of the properties as a result of the liens. See the disclaimer of opinion in the Independent Auditor's Report related to the Ross Island property.

(A) Only a portion of this property was purchased by the Plan. The subsidiary selling the property retained ownership of the other portion. The property is co-owned by the Plan and a subsidiary of the Plan Sponsor.

(B) Only a portion of this property was purchased by the Plan in this transaction. However, through subsequent transactions the Plan purchased the remaining portion of the property.

(C) This contribution of property was allocated to the minimum funding amounts required for the year ending December 31, 2023 and was recorded as an employer contributions receivable at December 31, 2023.

Future minimum rentals receivable under the operating leases are as follows at December 31, 2024:

2025	\$ 408,951
2026	390,645
2027	381,265
2028	381,265
2029	370,124
Thereafter	<u>2,147,753</u>
	<u>\$ 4,080,003</u>

Note 9. Tax Status

The Internal Revenue Service (“IRS”) has determined and informed the Plan Sponsor by a letter dated February 25, 2014 that the Plan and related trust were designed in accordance with the applicable sections of the IRC. The Plan has been amended since receiving the determination letter. However, the Plan administrator believes the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan as amended is qualified and the related trust is tax exempt.

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

Note 10. Non-Exempt Transactions and Noncompliance with Laws and Regulations

As disclosed in Note 8, between 2019 and 2023, the Plan purchased certain employer real property from the Plan Sponsor and subsidiaries of the Plan Sponsor. The Plan also received contributions of employer real property from the Plan Sponsor and subsidiaries of the Plan Sponsor. Most of the properties are being leased back to the related party from which they were purchased. These transactions were reported on the Form 5500 for years 2019 to 2021 as non-exempt transactions and as a result, the DOL initiated an investigation of the Plan and found that the plan fiduciaries violated several provisions of ERISA including 404(a)(1)(A), 404(a)(1)(B), 404(a)(1)(C), 404(a)(1)(D), 406(a)(1)(E) and 407(a). Subsequent to year end, the fiduciaries of the Plan agreed to settlement terms with the Employee Benefits Security Administration (EBSA) to resolve the investigation. The terms were memorialized in a Consent Judgment and Permanent Injunction (Consent Judgment) filed by the Department of Labor in the United States District Court for the District of Oregon against Dr. Robert B. Pamplin, Jr. and the R.B. Pamplin Corporation as Defendants and the Plan as a party necessary for complete relief pursuant to Fed.R. Civ.P.19(a) on December 26, 2024. The terms in the Consent Judgment were as follows:

1. Dr. Pamplin is permanently prohibited from future service as a fiduciary to an ERISA-covered employee benefit plan. Defendants and other Pamplin Family Fiduciaries named in the Consent Judgment are permanently enjoined and restrained from violating the provisions of Title 1 of ERISA.
2. Defendants are prohibited from dissipating certain personal assets that may be used to satisfy all amounts due under the Consent Judgment.
3. Gallagher Fiduciary Advisors, LLC is approved as the Plan’s independent fiduciary to bring the Plan into compliance with ERISA including selling real estate in excess of 10% of the fair value of Plan assets.
4. An independent plan committee will be created to act as plan administrator for the Plan.
5. Defendants shall restore all losses incurred by the Plan resulting from the Defendant’s fiduciary breaches outlined in the Consent Judgment. The Defendants are jointly and severally liable for the Loss Amount, which is estimated to be at least \$20,642,905. The final Loss Amount will be calculated based on the terms of the Consent Judgment. Losses include lost income, property expenses and liabilities, sales loss plus interest less lease payments received by the Plan.
6. Within 30 days of signing the Consent Judgment, the Defendants must exchange their Pamplin Ranchland for the Ross Island and Tait Properties owned by the Plan. If the net value of the Pamplin Ranchland is less than \$15,400,000, the defendants shall be liable for the difference, which will be

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added to the Loss Amount. The property transfers were completed in January and February 2025 and the independent fiduciary reported on these transactions in a filing with the United States District Court for the District of Oregon on March 26, 2025.

7. Within 45 days of the Consent Judgment, the Defendants shall execute trust deeds naming the Pension Plan as the beneficiary on real property owned by them in the amount of \$23,100,000 to serve as security for the performance of the Defendants obligation to pay the independent fiduciary costs and Loss Amount in the Consent Judgment. Transfers of properties to satisfy the \$23,100,000 liability were initiated in January and February 2025 and the independent fiduciary reported on these transactions in a filing with the United States District Court for the District of Oregon on March 26, 2025. Additional property was transferred on June 18, 2025 as described in the Stipulation and Order Regarding the Consent Judgment and Permanent Injunction filed on June 18, 2025.
8. Section 8 describes the process that the independent fiduciary will follow to sell the settlement assets and to use the sale proceeds to satisfy the amounts owed under the Consent Judgment. If the proceeds from the sale of the settlement assets are insufficient to cover the loss amount, then the defendant shall contribute additional assets to the Plan.
9. Section 9 of the Consent Judgment describes the duties and responsibilities of the independent fiduciary.
10. Defendants must pay a 502(1) penalty which will be calculated by the acting secretary.
11. If Defendants fail or are unable to comply with any of their obligations under the Consent Judgment, they will be notified and given a period to cure the default. If the Defendants do not cure their event of default within the time afforded by the Acting Secretary, the Acting Secretary may file a notice with the Court indicating the Defendants' default. Upon such filing, the Pamplin Family Fiduciaries shall assume and must satisfy all of Defendants' obligations under this Consent Judgment, and the Acting Secretary may collect from them all monies Defendants owe under the Consent Judgment.
12. Section 12 of the Consent Judgment describes that Defendants must not violate any lease agreements with the Plan, including violations of lease provisions requiring the Defendants pay utilities and real property taxes; maintain property and liability insurance; and maintain the property in good condition and repair.

Note 11. Reconciliation of Financial Statements to Form 5500

The Schedule of Non-Exempt Transactions for the year ended December 31, 2024 that accompanies the financial statements reports a cumulative total of \$56,711,625 in non-exempt transactions which differs from the schedule in the Form 5500 which reports only the non-exempt transactions that were entered into during 2024 (none entered into during 2024).

Note 12. Litigation

A complaint was filed against the Plan and the R.B. Pamplin Corporation ("Sellers") on December 23, 2024 involving the Plan's sale of the Albina property in 2020. The complaint alleges that certain environmental clean-up work was agreed to and was not completed by the Sellers on time. The complaint alleges damages of not less than \$500,000, plus pre- and post judgment interest at the rate of 9%. The Plan is arguing that the agreement is not enforceable against the Plan because it involves a prohibited transaction under ERISA; that is because any Plan payment of the expense would benefit the R.B. Corporation by satisfying the Corporation's separate payment liability. The

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arbitration proceeding has been set for January 26, 2026. No adjustment to the financial statements has been made as a result of this claim because no loss amount, if any can be estimated.

Note 13. Subsequent Events

The Plan has evaluated subsequent events through January 7, 2026, the date the financial statements were available to be issued. There are no other subsequent events that require adjustment to or disclosure in these financial statements.

Supplemental Schedules

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
EIN 91-6033627 PN 004
Schedule G – Schedule of Non-Exempt Transactions
Year Ended December 31, 2024

Identity of Party Involved	Relationship to Plan, Employer, or other Party-in-Interest	Description of Transaction	Cost of Asset	Current Value of Asset	Net Gain (Loss) on Each Transaction
2024 Transactions					
None in 2024					
2023 Transactions					
R.B. Pamplin Corporation (Carlson Konkler Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (1/12/2023)	\$ 423,320	\$ 423,320	\$ -
R.B. Pamplin Corporation (Carlson Konkler Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (1/24/2023)	50,130	50,130	-
R.B. Pamplin Corporation (Cooper Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (1/5/2023)	903,450	903,450	-
R.B. Pamplin Corporation (Cooper Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (1/12/2023)	158,500	158,500	-
R.B. Pamplin Corporation (Cooper Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (1/19/2023)	523,050	523,050	-
R.B. Pamplin Corporation (Swan II Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (2/3/2023)	741,625	741,625	-
R.B. Pamplin Corporation (Swan II Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (2/23/2023)	314,100	314,100	-
R.B. Pamplin Corporation (Swan II Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (2/28/2023)	436,250	436,250	-
R.B. Pamplin Corporation (Swan II Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (3/2/2023)	174,500	174,500	-
R.B. Pamplin Corporation (Johnson Ranch Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (3/9/2023)	502,500	502,500	-
R.B. Pamplin Corporation (Johnson Ranch Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (3/14/2023)	502,500	502,500	-
R.B. Pamplin Corporation (Johnson Ranch Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (3/21/2023)	492,450	492,450	-
R.B. Pamplin Corporation (Johnson Ranch Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (3/28/2023)	512,550	512,550	-
R.B. Pamplin Corporation (Johnson Ranch 2 Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (3/30/2023)	502,500	502,500	-
R.B. Pamplin Corporation (Johnson Ranch 2 Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (3/30/2023)	211,050	211,050	-

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
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Schedule G – Schedule of Non-Exempt Transactions
Year Ended December 31, 2024

(Continued)

Identity of Party Involved	Relationship to Plan, Employer, or other Party-in-Interest	Description of Transaction	Cost of Asset	Current Value of Asset	Net Gain (Loss) on Each Transaction
2022 Transactions					
R.B. Pamplin Corporation (Yamhill County Vineyard)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (7/5/2022)	\$ 104,000	\$ 104,000	\$ -
R.B. Pamplin Corporation (Yamhill County Vineyard)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (7/7/2022)	156,000	156,000	-
R.B. Pamplin Corporation (Gay Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (6/29/2022)	20,700	20,700	-
R.B. Pamplin Corporation (Gay Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (12/6/2022)	1,085,000	1,085,000	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (1/4/2022)	1,331,700	1,331,700	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (6/23/2022)	115,800	115,800	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (6/29/2022)	115,800	115,800	-
R.B. Pamplin Corporation (Warnock Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (1/10/2022)	700,800	700,800	-
R.B. Pamplin Corporation (Warnock Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (2/4/2022)	306,600	306,600	-
R.B. Pamplin Corporation (Warnock Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (2/17/2022)	481,800	481,800	-
R.B. Pamplin Corporation (Warnock Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (6/7/2022)	657,000	657,000	-
R.B. Pamplin Corporation (Warnock Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (6/29/2022)	43,800	43,800	-
R.B. Pamplin Corporation (Warnock Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (8/25/2022)	525,600	525,600	-
R.B. Pamplin Corporation (Warnock Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (8/25/2022)	262,800	262,800	-
R.B. Pamplin Corporation (Warnock Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (10/21/2022)	219,000	219,000	-
R.B. Pamplin Corporation (Warnock Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (10/27/2022)	897,900	897,900	-
R.B. Pamplin Corporation (Warnock Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (11/2/2022)	284,700	284,700	-
R.B. Pamplin Corporation (Carlson Konkler Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (3/10/2022)	1,315,200	1,315,200	-
R.B. Pamplin Corporation (Carlson Konkler Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (6/29/2022)	54,800	54,800	-
R.B. Pamplin Corporation (Carlson Konkler Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (12/27/2022)	891,200	891,200	-
R.B. Pamplin Corporation	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and			

See Independent Auditor's Report

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
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Schedule G – Schedule of Non-Exempt Transactions
Year Ended December 31, 2024

(Continued)

Identity of Party Involved	Relationship to Plan, Employer, or other Party-in-Interest	Description of Transaction	Cost of Asset	Current Value of Asset	Net Gain (Loss) on Each Transaction
(Rhode Property)		leaseback of employer real property that exceeded 10% of plan assets - transaction date (7/21/2022)	\$ 558,000	\$ 558,000	\$ -
R.B. Pamplin Corporation (Rhode Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (7/28/2022)	682,000	682,000	-
R.B. Pamplin Corporation (Grabhorn Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (9/9/2022)	460,600	460,600	-
R.B. Pamplin Corporation (Grabhorn Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (9/9/2022)	806,050	806,050	-
R.B. Pamplin Corporation (Grabhorn Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (9/13/2022)	197,400	197,400	-
R.B. Pamplin Corporation (Grabhorn Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (10/13/2022)	180,950	180,950	-
2021 Transactions					
R.B. Pamplin Corporation (Yamhill County Vineyard)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (02/04/2021)	208,000	219,400	11,400
R.B. Pamplin Corporation (Yamhill County Vineyard)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (02/08/2021)	260,000	274,250	14,250
R.B. Pamplin Corporation (Ross Island Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (01/07/2021)	1,060,000	1,060,000	-
R.B. Pamplin Corporation (Ross Island Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (01/14/2021)	678,400	678,400	-
R.B. Pamplin Corporation (Ross Island Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (02/04/2021)	530,000	530,000	-
R.B. Pamplin Corporation (Ross Island Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (02/08/2021)	530,000	530,000	-
R.B. Pamplin Corporation (Mcdonalds Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (02/23/2021)	241,500	241,500	-
R.B. Pamplin Corporation (Mcdonalds Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (03/01/2021)	402,500	402,500	-
R.B. Pamplin Corporation (Mcdonalds Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (03/03/2021)	144,900	144,900	-
R.B. Pamplin Corporation (Mcdonalds Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (03/04/2021)	515,200	515,200	-
R.B. Pamplin Corporation (Mcdonalds Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (04/01/2021)	305,900	305,900	-
R.B. Pamplin Corporation (Friend Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (04/15/2021)	360,000	360,000	-
R.B. Pamplin Corporation (Friend Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (04/22/2021)	360,000	360,000	-
R.B. Pamplin Corporation (Friend Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (05/13/2021)	340,000	340,000	-
R.B. Pamplin Corporation	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and			

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
EIN 91-6033627 PN 004
Schedule G – Schedule of Non-Exempt Transactions
Year Ended December 31, 2024

(Continued)

Identity of Party Involved	Relationship to Plan, Employer, or other Party-in-Interest	Description of Transaction	Cost of Asset	Current Value of Asset	Net Gain (Loss) on Each Transaction
(Gay Property)		leaseback of employer real property that exceeded 10% of plan assets - transaction date (05/20/2021)	\$ 324,990	\$ 324,990	\$ -
R.B. Pamplin Corporation (Gay Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (05/27/2021)	606,510	606,510	-
R.B. Pamplin Corporation (Gay Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (09/23/2021)	82,800	82,800	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (06/09/2021)	1,621,200	1,621,200	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (06/21/2021)	1,331,700	1,331,700	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (07/15/2021)	926,400	926,400	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (08/05/2021)	1,331,700	1,331,700	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (09/02/2021)	231,600	231,600	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (09/16/2021)	231,600	231,600	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (09/30/2021)	312,660	312,660	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (10/19/2021)	347,400	347,400	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (10/28/2021)	231,600	231,600	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (11/04/2021)	463,200	463,200	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (11/15/2021)	347,400	347,400	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (11/23/2021)	347,700	347,700	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (12/02/2021)	1,076,940	1,076,940	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (12/14/2021)	463,200	463,200	-
R.B. Pamplin Corporation (Swan Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (12/21/2021)	752,700	752,700	-

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
EIN 91-6033627 PN 004
Schedule G – Schedule of Non-Exempt Transactions
Year Ended December 31, 2024

(Continued)

Identity of Party Involved	Relationship to Plan, Employer, or other Party-in-Interest	Description of Transaction	Cost of Asset	Current Value of Asset	Net Gain (Loss) on Each Transaction
2020 Transactions					
R.B. Pamplin Corporation (Lake Oswego Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (01/23/2020)	\$ 1,100,000	\$ 1,050,000	\$ (50,000)
R.B. Pamplin Corporation (Yamhill County House)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (06/25/2020)	656,000	656,000	-
R.B. Pamplin Corporation (Yamhill County Vineyard)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (08/13/2020)	852,800	852,800	-
R.B. Pamplin Corporation (Yamhill County Vineyard)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (09/03/2020)	780,000	780,000	-
R.B. Pamplin Corporation (Yamhill County Vineyard)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (09/17/2020)	1,196,000	1,196,000	-
R.B. Pamplin Corporation (Yamhill County Vineyard)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (10/30/2020)	520,000	520,000	-
R.B. Pamplin Corporation (Yamhill County Vineyard)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (12/10/2020)	556,400	556,400	-
R.B. Pamplin Corporation (Yamhill County Vineyard)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (12/22/2020)	566,800	566,800	-
R.B. Pamplin Corporation (Ross Island Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (12/17/2020)	7,801,600	7,801,600	-
2019 Transactions					
Ross Island Sand & Gravel Co. (Ross Island Property, Tait Prop.)	Subsidiary of Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (02/25/2019)	4,800,000	2,500,000	(2,300,000)
Oregon Publication Corp. (Oregon Pub. Corp Prop, Gresham Press Property)	Subsidiary of Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (02/25/2019)	1,550,000	1,550,000	-
Oregon Publication Corp. (Oregon Pub. Corp Prop, Pineville Prop)	Subsidiary of Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (02/25/2019)	640,000	640,000	-
Oregon Publication Corp. (Oregon Pub. Corp Prop, Madras Prop)	Subsidiary of Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (02/25/2019)	370,000	370,000	-
2018 Transactions					
R.B. Pamplin Corporation (Alto Land Prop)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (4/18/2018) Alto land was Sold 12/16/2022	605,000	605,000	-
R.B. Pamplin Corporation (Trion Lodge Property)	Plan Sponsor	Violation of ERISA 406 (a)(1)(E), 407(a), 29 U.S.C. 1106(a)(1)(E) and 1107(a) - Purchase and leaseback of employer real property that exceeded 10% of plan assets - transaction date (12/27/2018)	1,170,000	1,170,000	-

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
EIN 91-6033627 PN 004
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b) Identity of Issue, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
Money Market Fund				
	SEI	Daily Income Government Fund CL Inst 36	\$ 16	\$ 16
Total Money Market Fund			<u>16</u>	<u>16</u>
Mutual Funds				
	Fidelity	GL X US Index-Ins PR	6,229,577	6,153,862
	Ishares	Title US Stock Market-K	12,917,638	14,751,403
	Baird	Core Plus Bond-Inst	13,941,595	13,819,795
Total Mutual Funds			<u>33,088,810</u>	<u>34,725,060</u>
Leased Real Properties				
	Trion Lodge	Leased real property	1,170,000	1,300,000
	Tait Property	Leased real property	4,800,000	2,040,000
	Gresham Press Property	Leased real property	1,550,000	1,690,000
	Madras Property	Leased real property	370,000	380,000
	Prineville Property	Leased real property	640,000	700,000
	Lake Oswego Property	Leased real property	1,100,000	1,080,000
	Yamhill County House	Leased real property	656,000	850,000
	Yamhill County Vineyard (deed dated 8/13/2020)	Leased real property	852,800	5,400,000
	Yamhill County Vineyard (deed dated 9/3/2020)	Leased real property	780,000	-
	Yamhill County Vineyard (deed dated 9/17/2020)	Leased real property	1,196,000	-
	Yamhill County Vineyard (deed dated 10/30/2020)	Leased real property	520,000	-
	Yamhill County Vineyard (deed dated 12/10/2020)	Leased real property	556,400	-
	Yamhill County Vineyard (deed dated 12/22/2020)	Leased real property	566,800	-
	Yamhill County Vineyard (deed dated 2/4/2021)	Leased real property	208,000	-
	Yamhill County Vineyard (deed dated 2/8/2021)	Leased real property	260,000	-
	Yamhill County Vineyard (deed dated 7/5/2022)	Leased real property	104,000	-
	Yamhill County Vineyard (deed dated 7/7/2022)	Leased real property	156,000	-

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
EIN 91-6033627 PN 004
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(Continued)

(a)	(b) Identity of Issue, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Ross Island (deed dated 12/17/2020)	Leased real property	\$ 7,801,600	\$ 10,100,000
	Ross Island (deed dated 1/7/2021)	Leased real property	1,060,000	-
	Ross Island (deed dated 1/14/2021)	Leased real property	678,400	-
	Ross Island (deed dated 2/4/2021)	Leased real property	530,000	-
	Ross Island (deed dated 2/8/2021)	Leased real property	530,000	-
	McDonald Property (deed dated 2/23/2021)	Leased real property	241,500	1,730,000
	McDonald Property (deed dated 3/1/2021)	Leased real property	402,500	-
	McDonald Property (deed dated 3/3/2021)	Leased real property	144,900	-
	McDonald Property (deed dated 3/4/2021)	Leased real property	515,200	-
	McDonald Property (deed dated 4/1/2021)	Leased real property	305,900	-
	Friend Property (deed dated 4/15/2021)	Leased real property	360,000	1,160,000
	Friend Property (deed dated 4/22/2021)	Leased real property	360,000	-
	Friend Property (deed dated 5/13/2021)	Leased real property	340,000	-
	Gay Property (deed dated 5/20/2021)	Leased real property	324,990	2,220,000
	Gay Property (deed dated 5/27/2021)	Leased real property	606,510	-
	Gay Property (deed dated 9/23/2021)	Leased real property	82,800	-
	Gay Property (deed dated 6/29/2022)	Leased real property	20,700	-
	Gay Property (deed dated 12/6/2022)	Leased real property	1,085,000	-
	Swan Property (deed dated 6/9/2021)	Leased real property	1,621,200	12,000,000
	Swan Property (deed dated 6/21/2021)	Leased real property	1,331,700	-
	Swan Property (deed dated 7/15/2021)	Leased real property	926,400	-
	Swan Property (deed dated 8/5/2021)	Leased real property	1,331,700	-
	Swan Property (deed dated 9/2/2021)	Leased real property	231,600	-
	Swan Property (deed dated 9/16/2021)	Leased real property	231,600	-
	Swan Property (deed dated 9/30/2021)	Leased real property	312,660	-
	Swan Property (deed dated 10/19/2021)	Leased real property	347,400	-
	Swan Property (deed dated 10/28/2021)	Leased real property	231,600	-
	Swan Property (deed dated 11/4/2021)	Leased real property	463,200	-
	Swan Property (deed dated 11/15/2021)	Leased real property	347,400	-
	Swan Property (deed dated 11/23/2021)	Leased real property	347,400	-
	Swan Property (deed dated 12/2/2021)	Leased real property	1,076,940	-
	Swan Property (deed dated 12/14/2021)	Leased real property	463,200	-
	Swan Property (deed dated 12/21/2021)	Leased real property	752,700	-
	Swan Property (deed dated 1/4/2022)	Leased real property	1,331,700	-
	Swan Property (deed dated 6/23/2022)	Leased real property	115,800	-
	Swan Property (deed dated 6/29/2022)	Leased real property	115,800	-
	Warnock Property (deed dated 1/10/2022)	Leased real property	700,800	4,650,000
	Warnock Property (deed dated 2/4/2022)	Leased real property	306,600	-
	Warnock Property (deed dated 2/17/2022)	Leased real property	481,800	-
	Warnock Property (deed dated 6/7/2022)	Leased real property	657,000	-
	Warnock Property (deed dated 6/29/2022)	Leased real property	43,800	-
	Warnock Property (deed dated 8/25/2022)	Leased real property	525,600	-
	Warnock Property (deed dated 8/25/2022)	Leased real property	262,800	-
	Warnock Property (deed dated 10/21/2022)	Leased real property	219,000	-
	Warnock Property (deed dated 10/27/2022)	Leased real property	897,900	-
	Warnock Property (deed dated 11/2/2022)	Leased real property	284,700	-
	Carlson Konkler Property (deed dated 3/10/2022)	Leased real property	1,315,200	2,821,500
	Carlson Konkler Property (deed dated 6/29/2022)	Leased real property	54,800	-

R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
EIN 91-6033627 PN 004
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(Continued)

(a)	(b) Identity of Issue, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Carlson Konkler Property (deed dated 12/27/2022)	Leased real property	\$ 891,200	\$ -
	Carlson Konkler Property (deed dated 1/12/2023)	Leased real property	423,320	-
	Carlson Konkler Property (deed dated 1/24/2023)	Leased real property	50,130	-
	Rhode Property (deed dated 7/21/2022)	Leased real property	558,000	1,300,000
	Rhode Property (deed dated 7/28/2022)	Leased real property	682,000	-
	Grabhorn Property (deed dated 9/9/2022)	Leased real property	460,600	1,700,000
	Grabhorn Property (deed dated 9/9/2022)	Leased real property	806,050	-
	Grabhorn Property (deed dated 9/13/2022)	Leased real property	197,400	-
	Grabhorn Property (deed dated 10/13/2022)	Leased real property	180,950	-
	Cooper Property (deed dated 1/5/2023)	Leased real property	903,450	1,600,000
	Cooper Property (deed dated 1/12/2023)	Leased real property	158,500	-
	Cooper Property (deed dated 1/19/2023)	Leased real property	523,050	-
	Swan II Property (deed dated 2/9/2023)	Leased real property	741,625	1,852,700
	Swan II Property (deed dated 2/23/2023)	Leased real property	314,100	-
	Swan II Property (deed dated 2/28/2023)	Leased real property	436,250	-
	Swan II Property (deed dated 3/2/2023)	Leased real property	174,500	-
	Johnson Ranch Property (deed dated 3/9/2023)	Leased real property	502,500	2,642,250
	Johnson Ranch Property (deed dated 3/14/2023)	Leased real property	502,500	-
	Johnson Ranch Property (deed dated 3/21/2023)	Leased real property	492,450	-
	Johnson Ranch Property (deed dated 3/28/2023)	Leased real property	512,550	-
	Johnson Ranch 2 Property (deed dated 3/30/2023)	Leased real property	502,500	-
	Johnson Ranch 2 Property (deed dated 3/30/2023)	Leased real property	211,050	-
	Total Leased Real Properties		<u>52,455,650</u>	<u>57,216,450</u>
			<u>\$ 85,544,476</u>	<u>\$ 91,941,526</u>

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.	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

- ▶ **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 R. B. PAMPLIN CORPORATION AND SUBSIDIARIES PENSION PLAN AND TRUST	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF R. B. PAMPLIN CORPORATION	D Employer Identification Number (EIN) 91-6033627	
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	97,848,848	
b Actuarial value	2b	97,848,848	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	1,650	83,884,713	83,884,713
b For terminated vested participants	209	9,169,350	9,169,350
c For active participants	180	5,425,970	5,450,908
d Total	2,039	98,480,033	98,504,971
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	5.01%	
6 Target normal cost			
a Present value of current plan year accruals	6a	0	
b Expected plan-related expenses	6b	1,484,427	
c Target normal cost	6c	1,484,427	

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	Daniel C. Berry Signature of actuary	09/16/2025 Date
	Daniel C. Berry, FSA, EA Type or print name of actuary	2305980 Most recent enrollment number
	McGriff, a Marsh & McLennan Company Firm name	336-291-1143 Telephone number (including area code)
	3318 West Friendly Avenue Suite 400 Greensboro NC 27410 Address of the firm	

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 63
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	1,484,427	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	656,123	323,363	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	1,807,790	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35).....	36	1,807,790	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	23,547,943	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	21,740,153	
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 checked="" type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021
--

Explanation of Contribution

The contributions made on 3/28/2025 and 4/2/2025 in the amounts of \$14,245,000 and \$9,100,000 respectively, were made in property.

Description of Weighted Average Retirement Age

The weighted average retirement age for the Plan is 63, calculated as follows:

(a)	(b)	(c)	(d)	(e)	(f)
Age	Retirement Rate	Fraction of Those Eligible for Retirement Remaining at Beginning of Year	Fraction of Those Eligible for Retirement Retiring at Age	Fraction of Those Eligible for Retirement Remaining at End of Year	(a) * (d)
60	0.1000	1.0000	0.1000	0.9000	6.0000
61	0.2000	0.9000	0.1800	0.7200	10.9800
62	0.3000	0.7200	0.2160	0.5040	13.3920
63	0.2000	0.5040	0.1008	0.4032	6.3504
64	0.3000	0.4032	0.1210	0.2822	7.7414
65	0.5000	0.2822	0.1411	0.1411	9.1728
66	0.3500	0.1411	0.0494	0.0917	3.2599
67	0.2000	0.0917	0.0183	0.0734	1.2292
68	0.2000	0.0734	0.0147	0.0587	0.9980
69	0.2000	0.0587	0.0117	0.0470	0.8101
70	1.0000	0.0470	0.0470	0.0000	3.2875
Weighted Average Retirement Age:					63.2213

Statement of Actuarial Assumptions/Methods

Liability Discount Rates

Funding: 24-month segment rates, averaged through the end of August and published in September.

	<u>Before Funding Relief</u>	<u>Reflecting Funding Relief</u>
1. First rate, years 1-5	3.62%	4.75%
2. Second rate, years 6-20	4.46%	4.87%
3. Third rate, years 21+	4.52%	5.59%
4. Effective Interest Rate using the above rates	4.39%	5.01%

PBGC: Three-tiered segment rates, based on the sponsor's election as of January 1, 2020 to use the alternative method.

1. First rate, years 1-5	3.62%
2. Second rate, years 6-20	4.46%
3. Third rate, years 21+	4.52%
4. Effective Interest Rate using the above rates	4.39%

ASC 715-30: A single rate of 4.94%, based on an analysis of the plan's estimated future cash flows using the FTSE Pension Discount Curve – Above Median.

ASC 960-20: A single rate of 6.00%, based on the expected long-term rate of return on plan assets.

Low-Default-Risk Assessment: Funding interest rates (before funding relief) shown above.

Long-Term Rate of Return on Plan Assets

Funding: N/A

ASC 715-30: 6.00%

ASC 960-20: 6.00%

Annual Increases to Maximum Benefits and Plan Compensation Limits

Funding: N/A

ASC 715-30: 2.00%

ASC 960-20: N/A

Annual Increases to Social Security

N/A

Employees Valued

Only participants as of the valuation date as reported by the plan sponsor were valued.

Salary Scale

None assumed, due to the plan freeze as of December 31, 2004.

Assumptions Regarding Future Service Accruals

For active participants, hours worked in each future year are assumed to be at least 1,000 such that Vesting Service continues to accrue.

Mortality Rates

Funding: Pri-2012 Mortality Table as described under Regulation §1.430(h)(3)-1 (static, not generational) projected by modified Scale MP-2021, sex-distinct, with separate rates pre- and post-commencement.

ASC 715-30: Pri-2012 Amount-Weighted Mortality Table (generational, not static) with blue collar adjustment, projected by Scale MP-2021, sex-distinct, with separate rates for employees, retirees, and contingent survivors.

ASC 960-20: Pri-2012 Amount-Weighted Mortality Table (generational, not static) with blue collar adjustment, projected by Scale MP-2021, sex-distinct, with separate rates for employees, retirees, and contingent survivors.

Retirement Rates

Retirement table (see rates below):

Age	Assumed Retirement
60	10%
61	20%
62	30%
63	20%
64	30%
65	50%
66	35%
67-69	20%
70+	100%

Termination Rates

Sample graduated rates, by age and service as follows:

Age	Years of Service			
	0-2	2-3	3-4	4+
20-24	40%	30%	25%	20%
25-29	39%	30%	25%	15%
40-44	26%	18%	13%	6%
55-59	10%	10%	10%	5%
60+	5%	5%	5%	5%

Disability Rates

None assumed.

Assumptions Made in Valuing Spousal Benefits

The wife is assumed to be four years younger than their husband. It is assumed that 60 percent of male and 55 percent of female participants are married.

Assumptions Made Regarding Death Benefits

Commencement of all pre-retirement death benefits have been assumed to be deferred to the participant's age 60.

Assumptions Made Regarding Payment Form

10% of active participants and vested former participants or beneficiaries entitled to deferred benefits with a Lump Sum value less than \$25,000 and all active participants and vested former participants or beneficiaries entitled to deferred benefits with a Lump Sum value of \$25,000 or more are assumed to receive benefits in the following annuity form:

If not married: Life Annuity

If married: Actuarially adjusted Qualified Joint and 50% Survivor Annuity

90% of active participants and vested former participants or beneficiaries entitled to deferred benefits with a Lump Sum value less than \$25,000 are assumed to receive benefits in lump sum payment equal to the actuarial Lump Sum value of annuity benefits are determined using specified Plan applicable mortality rates and interest rates defined by IRC Section 417(e).

Provisions Not Valued

The disability benefit and post-termination death benefit for active participants, as well as the death benefit for terminated vested participants, have not been valued. Also, post-termination, pre-retirement spousal death benefits are not valued. Due to the small liability added by these benefits, they have been deemed to be immaterial for valuation purposes.

Provision for Expenses

The administrative expenses expected to be paid from plan assets have been included in the Target Normal Cost for minimum contribution purposes. Expected expenses for the current plan year are assumed to be equal to the actual expenses for the previous plan year.

Actuarial Cost Method

Funding: The actuarial cost method prescribed by applicable regulations is the Unit Credit cost method. Under this cost method, a liability is calculated for each participant as of the valuation date equal to the present value of the accrued benefit as of the valuation date. The liabilities are referred to as the Funding Target. The present value of benefits earned during the plan year following the valuation date is calculated for each active participant who has not reached normal retirement age and is expected to earn a benefit during the year. This present value is the individual participant's Target Normal Cost. The plan's total annual Funding Target and Target Normal Cost are the sums of the amounts for individual participants. Estimated plan administrative expenses expected to be paid from plan assets in the upcoming year are also included as part of the Target Normal Cost.

ASC 715-30: The actuarial cost method prescribed by ASC 715 is the Projected Unit Credit cost method. Under this cost method, a liability is calculated for each active participant as of the valuation date equal to the present value of the accrued benefit as of the valuation date, but reflecting a projection of future increases in compensation until the assumed retirement date. For inactive participants, such as separated participants with deferred vested benefits and retirees, a liability is calculated for each such participant as of the valuation date equal to the present value of the accrued benefit, reflecting no future increases in pay. The liabilities are referred to as the Projected Benefit Obligation, or PBO. The present value of benefits earned during the plan year following the valuation date is calculated for each active participant who has not reached normal retirement age and is expected to earn a benefit during the year. This present value is the individual participant's Service Cost. The plan's total annual PBO and Service Cost are the sums of the amounts for individual participants.

ASC 960-20: The actuarial cost method prescribed by ASC 960 is the Unit Credit cost method. Under this cost method, a liability is calculated for each participant as of the valuation date equal to the present value of the accrued benefit as of the valuation date. The liabilities are referred to as the Present Value of Accumulated Plan Benefits, or PVAB. The plan's total annual PVAB is the sum of the amounts for individual participants.

Low-Default-Risk Assessment: The actuarial cost method prescribed by applicable regulations is the Unit Credit cost method.

Attribution of Accrued Benefits: The accrual of benefits outlined in the plan document has been reflected in the attribution of benefits under the funding methods for funding and accounting purposes above.

Asset Method

Funding: Market value of all trust investments plus any discounted receivable contributions as of the valuation date.

ASC 715-30: Market value of all trust investments is used.

ASC 960-20: Market value of all trust investments plus any receivable contributions for the prior plan year.

At-Risk Assumptions

Since the prior year's Funding Target Attainment Percentage is greater than 70%, at-risk liabilities have not been valued.

ASC 715-30 Measurement Date

The last day of the fiscal year, December 31.

Fiscal Year

The 12-month period ending each December 31.

Rationale for the Selection of Assumptions

Assumptions that in our judgement have a significant effect on the measurements contained in this report are categorized below, along with information and analyses that support the determination that the assumption is reasonable.

Assumptions Selected by the Actuary

Decrement rates other than mortality and retirement: These assumptions are chosen to be reasonably reflective of expected future rates of termination and disability for the group. While a formal study has not been undertaken, we monitor gains and losses annually to ensure that the assumptions are reasonable.

Retirement decrement rates: This assumption has been based on observed data for this plan, and we monitor gains and losses annually to ensure the assumption is reasonable.

Expected return on plan assets: This rate is selected based on the outlook for returns within the main classes of investments (those being debt, equity, and cash), considering past experience as well as current market expectations over an appropriate timeframe. We confer with the plan's asset advisors, when possible, to gather input for the assumption and their opinion as to its reasonableness.

Discount rate: For purposes of measuring the low-default-risk obligation, this assumption is set to reflect the return on low-default-risk securities and to reflect the incidence of future cash flows from the plan, appropriately.

Assumptions Selected by Other Parties (other than prescribed assumptions or methods set by law)

Discount rate, assumed return on assets, and mortality: With respect to the ASC-715 valuation within this report, these primary assumptions are selected by the employer. However, we make recommendations to the employer using the methods and parameters required by the accounting standard and common practices within the audit profession. As a result of the employer following our recommendations, these assumptions do not conflict with our judgement and are reasonable for the purposes of the measurement.

Assumptions Selected by Other Parties (which are prescribed or set by law)

For assumptions prescribed or set by law, we offer no opinion or analysis on the reasonableness of the assumptions.

Changes in Assumptions since the Last Actuarial Valuation

Funding: The three-tiered segment interest rates used to determine the Funding Target Liability last year were 4.75%, 5.00%, and 5.74%. These rates were updated to the rates required for the current plan year and also reflect all applicable funding relief legislation. The mortality tables for the Funding Target Liability were updated as required under Regulation §1.430(h)(3)-1.

ASC 715-30: The discount rate was decreased from 5.15% to 4.94%, and the underlying interest and mortality rates used to convert life annuities to lump sum payments were updated to the IRS-prescribed rates for the 2024 plan year. All other methods and assumptions are the same as those used in the preparation of the 2023 fiscal year expense information.

ASC 960-20: The underlying interest rates used to convert life annuities to lump sum payments were updated to the IRS-prescribed rates for the 2024 plan year.

All Purposes: The expected rate of return on plan assets was decreased from 7.50% to 6.00%.

Justification for Changes in Funding Actuarial Assumptions

For funding calculation purposes, assumption changes, other than those prescribed by law, did not result in a decrease in the plan's funding shortfall (if any) by more than \$5,000,000 or more than 5% of the pre-change funding target, therefore, the plan did not need IRS approval to change assumptions.

Summary of Plan Provisions

Plan Sponsor

R.B. Pamplin Corporation & Subsidiaries

EIN/PN

91-6033627 / 004

Effective Date

March 15, 1971. Last restated effective January 1, 2012 and last amended on January 1, 2012.

Plan Year

The 12-consecutive month period beginning each January 1.

Participation

Each employee becomes a Participant on the plan entry date on or next following the attainment of age 21 years and completion of 1 year of service. Effective January 1, 2008, no new entrants are allowed.

Compensation

Compensation is the total Compensation received by the Participant. Effective December 31, 2004 benefit accruals were frozen; compensation after that date is not considered.

Qualifying Year of Service

An eligibility computation period during which an employee completes at least 1,000 hours of Service.

Service

As of December 31, 2004 Credited Service under the Plan has been frozen.

Vesting Service

Future Service – For years beginning on and after January 1, 1992, one year of Benefit Service will be credited for each Plan year a Participant completes at least 1,000 Hours of Service.

Past Service – For years prior to 1992, Benefit Service is based on the provisions of the applicable prior plan.

Benefit Service

Except as noted below, an employee earns Benefit Service credit for all years of Service as defined above.

Social Security Covered Compensation

N/A

Primary Social Security Benefit

N/A

Accrued Benefit

The amount of annual retirement benefit payable according to the normal form is calculated as follows.

After December 31, 2001:

1.0% of Compensation multiplied by years of Future Service, plus the Participant's Accrued Benefit as of December 31, 2001 as determined under the applicable plan provisions.

Benefit accruals were frozen effective December 31, 2004.

Normal Retirement Benefit

Eligibility

The Normal Retirement Date for each Participant is the first of the month on or next following the attainment of age 65, or the fifth anniversary of Plan participation if later.

Monthly Benefit

The Accrued Benefit calculated at the normal retirement date.

Delayed Retirement Benefit

Eligibility

Eligibility is the first of the month on or next following the actual date the Participant terminates employment after Normal Retirement Date.

Monthly Benefit

The benefit is based on service and Average Compensation as of the actual retirement date, or December 31, 2004 if earlier. A Participant's Normal Retirement pension shall be actuarially adjusted to the extent required under Code §401(a)(9) to reflect commencement after age 72.

Early Retirement Benefit

Eligibility

Eligibility is contingent upon the attainment of age 60 and the completion of 15 years of Vesting Service.

Monthly Benefit

A Participant may retire on the first day of any month following attainment of eligibility. The amount of the monthly early retirement benefit is the Participant's Accrued Benefit reduced to reflect the early commencement of payments.

The reduction is ½% for each month which the benefit commences prior to Normal Retirement Date.

Disability Benefit

Eligibility

Ceases to be an employee due to disability, is totally disabled, and is unable to engage in any substantial gainful occupation and has completed at least 5 years of Vesting Service.

Monthly Benefit

Accrued Benefit actuarially reduced for payment commencement prior to Normal Retirement.

Termination Benefit

Eligibility

Termination of employment prior to retirement with at least five years of Vesting Service.

Monthly Benefit

The vested Accrued Benefit commences in full at age 65, or if the participant has at least 15 years of Service, in a reduced amount at any time after attainment of age 60, reduced in accordance with the Early Retirement Benefit provisions.

Pre-Retirement Death Benefit

Eligibility

The deceased participant must have attained a vested right to a benefit from the plan prior to their date of death.

Monthly Benefit for Participants who Die Prior to their Earliest Retirement Date

If a Participant dies prior to eligibility for retirement, the eligible spouse will receive the benefit payable as a 50% pre-retirement survivor annuity at what would have been the Participant's earliest retirement age.

Monthly Benefit for Participants who Die After their Earliest Retirement Date

If a Participant dies after eligibility to retire, the eligible surviving spouse will receive the benefit payable as an immediate 50% pre-retirement survivor annuity.

Normal Form of Benefit

Under the Normal Form of payment, a Participant's retirement annuity is payable monthly for life, without further payments after death.

Optional Forms

A Participant may elect to receive their benefit under one of the following actuarially equivalent optional modes:

A reduced benefit is paid to the Participant while the Participant and the surviving spouse are both living, with such benefit (50%, 75% or 100% of such benefit thereof) continued after the death of the participant, payable for the subsequent lifetime of the surviving spouse.

A lump sum payment of the actuarial equivalence of the Participant's retirement benefit, provided the amount does not exceed \$25,000.

Unless the Participant has elected an option above, it is automatically assumed that a married Participant has elected a Joint and Last Survivor option with one-half of the initial amount continued to the surviving spouse.

Annuity forms of payment are converted from the life annuity form using the RP-2000 Mortality Combined Healthy Unisex Table 50/50 blend of male and female rates and 6.00% interest.

Lump sum forms of payment are converted from the normal form using the Commissioner's Standard Mortality Table as outlined under IRS Code Section 417(e) and the three-tiered segment interest rates (as outlined under IRS Code Section 417(e)) for the month of November in the calendar year preceding the year of determination.

Benefits Available as a Lump Sum

A lump sum payment of the actuarial equivalence of the Participant's retirement benefit, provided the amount does not exceed \$25,000.

Maximum Benefit Limit

Plan benefits are limited to the Internal Revenue Code Section 415 maximum benefit amount.

Maximum Compensation Limit

Compensation is limited to the IRS Code Section 401(a)(17) maximum compensation amount that can be recognized for benefit calculation purposes.

Changes in Plan Provisions since the Last Actuarial Valuation

None.

Change in Actuarial Assumptions

Non-Prescribed Assumption Changes Since Prior Valuation

The expected rate of return on plan assets was decreased from 7.50% to 6.00%.

Schedule of Active Participant Data

Age Group	Completed Years of Service									
	< 1 Yr.	1-4 Yrs.	5-9 Yrs.	10-14 Yrs.	15-19 Yrs.	20-24 Yrs.	25-29 Yrs.	30-34 Yrs.	35-39 Yrs.	40 Yrs. +
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
0-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	4	0	0	0	0	0
40-44	0	0	0	1	6	4	0	0	0	0
45-49	0	0	0	0	2	8	7	2	0	0
50-54	0	0	0	0	8	2	4	9	1	0
55-59	0	0	0	2	6	16	4	8	8	1
60-64	0	0	0	1	6	5	6	9	4	18
65-69	0	0	0	0	3	3	4	1	2	2
70+	0	0	0	0	1	5	1	1	2	3

Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	251,877	104,268	8,563,877	8,920,022
2025	264,996	226,277	8,319,535	8,810,808
2026	294,217	317,035	8,058,358	8,669,610
2027	333,996	418,510	7,781,264	8,533,770
2028	359,377	513,085	7,489,267	8,361,729
2029	376,258	597,171	7,183,579	8,157,008
2030	388,406	667,199	6,865,644	7,921,249
2031	399,918	691,179	6,537,143	7,628,240
2032	406,145	719,147	6,200,027	7,325,319
2033	408,935	753,097	5,856,461	7,018,493
2034	408,340	772,452	5,508,762	6,689,554
2035	405,997	773,173	5,159,364	6,338,534
2036	406,967	778,662	4,810,722	5,996,351
2037	403,684	780,801	4,465,238	5,649,723
2038	396,066	770,154	4,125,216	5,291,436
2039	386,741	759,467	3,792,807	4,939,015
2040	376,730	744,903	3,469,961	4,591,594
2041	362,471	725,631	3,158,405	4,246,507
2042	346,752	703,530	2,859,606	3,909,888
2043	331,028	677,797	2,574,753	3,583,578
2044	315,744	650,630	2,304,799	3,271,173
2045	300,840	622,034	2,050,511	2,973,385
2046	285,118	592,303	1,812,510	2,689,931
2047	268,346	561,280	1,591,307	2,420,933
2048	251,957	527,768	1,387,305	2,167,030
2049	233,769	492,998	1,200,773	1,927,540
2050	216,678	457,192	1,031,818	1,705,688
2051	199,508	420,654	880,327	1,500,489
2052	182,327	383,764	745,952	1,312,043
2053	165,485	346,958	628,088	1,140,531
2054	148,591	310,714	525,889	985,194
2055	132,464	275,519	438,294	846,277
2056	117,029	241,833	364,070	722,932
2057	102,443	210,061	301,861	614,365
2058	88,834	180,531	250,248	519,613

**R.B. Pamplin Corporation & Subsidiaries
Pension Plan & Trust**

Actuarial Valuation as of January 1, 2024

EIN/PN: 91-6033627/004

**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
2059	76,295	153,489	207,810	437,594
2060	64,890	129,082	173,180	367,152
2061	54,645	107,366	145,082	307,093
2062	45,559	88,318	122,365	256,242
2063	37,598	71,842	104,019	213,459
2064	30,707	57,787	89,178	177,672
2065	24,812	45,963	77,121	147,896
2066	19,831	36,152	67,258	123,241
2067	15,672	28,120	59,112	102,904
2068	12,241	21,630	52,310	86,181
2069	9,445	16,456	46,560	72,461
2070	7,196	12,383	41,640	61,219
2071	5,409	9,217	37,378	52,004
2072	4,009	6,785	33,648	44,442
2073	2,929	4,940	30,349	38,218

Schedule of Amortization Bases

	Date Established	Present Value of Payments	Remaining Years	Amortization Installment
Shortfall Amortization Bases				
	1/1/2024	\$(1,822,112)	15	\$ (165,776)
	1/1/2023	1,794,719	14	171,293
	1/1/2022	(10,721,480)	13	(1,078,777)
	1/1/2021	4,694,767	12	500,862
	1/1/2020	(8,453,118)	11	(962,696)
	1/1/2019	<u>15,163,347</u>	10	<u>1,858,457</u>
	Total	\$ 656,123		\$ 323,363

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

Department of the Treasury Internal Revenue Service

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).

2024

Department of Labor Employee Benefits Security Administration

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

Pension Benefit Guaranty Corporation

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024. A This return/report is for: [] a multiemployer plan [] a multiple-employer plan... [X] a single-employer plan [] a DFE (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: [X] 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 R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust 1b Three-digit plan number (PN) 004 1c Effective date of plan 01/01/1987 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) R. B. Pamplin Corporation 400 Second St. Lake Oswego OR 97034 2b Employer Identification Number (EIN) 91-6033627 2c Plan Sponsor's telephone number (503) 248-1133 2d Business code (see Instructions) 313000

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

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

Table with 4 columns: SIGN HERE, Signature, Date, and Name. Row 1: SIGN HERE, [Signature], 11/13/2026, Gary R Williams. Row 2: SIGN HERE, Signature of employer/plan sponsor, Date, Enter name of individual signing as employer or plan sponsor. Row 3: SIGN HERE, Signature of DFE, Date, Enter name of individual signing as DFE.

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

Form 5500 (2024) v. 240311

Summary of Plan Provisions

Plan Sponsor

R.B. Pamplin Corporation & Subsidiaries

EIN/PN

91-6033627 / 004

Effective Date

March 15, 1971. Last restated effective January 1, 2012 and last amended on January 1, 2012.

Plan Year

The 12-consecutive month period beginning each January 1.

Participation

Each employee becomes a Participant on the plan entry date on or next following the attainment of age 21 years and completion of 1 year of service. Effective January 1, 2008, no new entrants are allowed.

Compensation

Compensation is the total Compensation received by the Participant. Effective December 31, 2004 benefit accruals were frozen; compensation after that date is not considered.

Qualifying Year of Service

An eligibility computation period during which an employee completes at least 1,000 hours of Service.

Service

As of December 31, 2004 Credited Service under the Plan has been frozen.

Vesting Service

Future Service – For years beginning on and after January 1, 1992, one year of Benefit Service will be credited for each Plan year a Participant completes at least 1,000 Hours of Service.

Past Service – For years prior to 1992, Benefit Service is based on the provisions of the applicable prior plan.

Benefit Service

Except as noted below, an employee earns Benefit Service credit for all years of Service as defined above.

Social Security Covered Compensation

N/A

Primary Social Security Benefit

N/A

Accrued Benefit

The amount of annual retirement benefit payable according to the normal form is calculated as follows.

After December 31, 2001:

1.0% of Compensation multiplied by years of Future Service, plus the Participant's Accrued Benefit as of December 31, 2001 as determined under the applicable plan provisions.

Benefit accruals were frozen effective December 31, 2004.

Normal Retirement Benefit

Eligibility

The Normal Retirement Date for each Participant is the first of the month on or next following the attainment of age 65, or the fifth anniversary of Plan participation if later.

Monthly Benefit

The Accrued Benefit calculated at the normal retirement date.

Delayed Retirement Benefit

Eligibility

Eligibility is the first of the month on or next following the actual date the Participant terminates employment after Normal Retirement Date.

Monthly Benefit

The benefit is based on service and Average Compensation as of the actual retirement date, or December 31, 2004 if earlier. A Participant's Normal Retirement pension shall be actuarially adjusted to the extent required under Code §401(a)(9) to reflect commencement after age 72.

Early Retirement Benefit

Eligibility

Eligibility is contingent upon the attainment of age 60 and the completion of 15 years of Vesting Service.

Monthly Benefit

A Participant may retire on the first day of any month following attainment of eligibility. The amount of the monthly early retirement benefit is the Participant's Accrued Benefit reduced to reflect the early commencement of payments.

The reduction is ½% for each month which the benefit commences prior to Normal Retirement Date.

Disability Benefit

Eligibility

Ceases to be an employee due to disability, is totally disabled, and is unable to engage in any substantial gainful occupation and has completed at least 5 years of Vesting Service.

Monthly Benefit

Accrued Benefit actuarially reduced for payment commencement prior to Normal Retirement.

Termination Benefit

Eligibility

Termination of employment prior to retirement with at least five years of Vesting Service.

Monthly Benefit

The vested Accrued Benefit commences in full at age 65, or if the participant has at least 15 years of Service, in a reduced amount at any time after attainment of age 60, reduced in accordance with the Early Retirement Benefit provisions.

Pre-Retirement Death Benefit

Eligibility

The deceased participant must have attained a vested right to a benefit from the plan prior to their date of death.

Monthly Benefit for Participants who Die Prior to their Earliest Retirement Date

If a Participant dies prior to eligibility for retirement, the eligible spouse will receive the benefit payable as a 50% pre-retirement survivor annuity at what would have been the Participant's earliest retirement age.

Monthly Benefit for Participants who Die After their Earliest Retirement Date

If a Participant dies after eligibility to retire, the eligible surviving spouse will receive the benefit payable as an immediate 50% pre-retirement survivor annuity.

Normal Form of Benefit

Under the Normal Form of payment, a Participant's retirement annuity is payable monthly for life, without further payments after death.

Optional Forms

A Participant may elect to receive their benefit under one of the following actuarially equivalent optional modes:

A reduced benefit is paid to the Participant while the Participant and the surviving spouse are both living, with such benefit (50%, 75% or 100% of such benefit thereof) continued after the death of the participant, payable for the subsequent lifetime of the surviving spouse.

A lump sum payment of the actuarial equivalence of the Participant's retirement benefit, provided the amount does not exceed \$25,000.

Unless the Participant has elected an option above, it is automatically assumed that a married Participant has elected a Joint and Last Survivor option with one-half of the initial amount continued to the surviving spouse.

Annuity forms of payment are converted from the life annuity form using the RP-2000 Mortality Combined Healthy Unisex Table 50/50 blend of male and female rates and 6.00% interest.

Lump sum forms of payment are converted from the normal form using the Commissioner's Standard Mortality Table as outlined under IRS Code Section 417(e) and the three-tiered segment interest rates (as outlined under IRS Code Section 417(e)) for the month of November in the calendar year preceding the year of determination.

Benefits Available as a Lump Sum

A lump sum payment of the actuarial equivalence of the Participant's retirement benefit, provided the amount does not exceed \$25,000.

Maximum Benefit Limit

Plan benefits are limited to the Internal Revenue Code Section 415 maximum benefit amount.

Maximum Compensation Limit

Compensation is limited to the IRS Code Section 401(a)(17) maximum compensation amount that can be recognized for benefit calculation purposes.

Changes in Plan Provisions since the Last Actuarial Valuation

None.

Statement of Actuarial Assumptions/Methods

Liability Discount Rates

Funding: 24-month segment rates, averaged through the end of August and published in September.

	Before Funding Relief	Reflecting Funding Relief
1. First rate, years 1-5	3.62%	4.75%
2. Second rate, years 6-20	4.46%	4.87%
3. Third rate, years 21+	4.52%	5.59%
4. Effective Interest Rate using the above rates	4.39%	5.01%

PBGC: Three-tiered segment rates, based on the sponsor's election as of January 1, 2020 to use the alternative method.

1. First rate, years 1-5	3.62%
2. Second rate, years 6-20	4.46%
3. Third rate, years 21+	4.52%
4. Effective Interest Rate using the above rates	4.39%

ASC 715-30: A single rate of 4.94%, based on an analysis of the plan's estimated future cash flows using the FTSE Pension Discount Curve – Above Median.

ASC 960-20: A single rate of 6.00%, based on the expected long-term rate of return on plan assets.

Low-Default-Risk Assessment: Funding interest rates (before funding relief) shown above.

Long-Term Rate of Return on Plan Assets

Funding: N/A

ASC 715-30: 6.00%

ASC 960-20: 6.00%

Annual Increases to Maximum Benefits and Plan Compensation Limits

Funding: N/A

ASC 715-30: 2.00%

ASC 960-20: N/A

Annual Increases to Social Security

N/A

Employees Valued

Only participants as of the valuation date as reported by the plan sponsor were valued.

Salary Scale

None assumed, due to the plan freeze as of December 31, 2004.

Assumptions Regarding Future Service Accruals

For active participants, hours worked in each future year are assumed to be at least 1,000 such that Vesting Service continues to accrue.

Mortality Rates

Funding: Pri-2012 Mortality Table as described under Regulation §1.430(h)(3)-1 (static, not generational) projected by modified Scale MP-2021, sex-distinct, with separate rates pre- and post-commencement.

ASC 715-30: Pri-2012 Amount-Weighted Mortality Table (generational, not static) with blue collar adjustment, projected by Scale MP-2021, sex-distinct, with separate rates for employees, retirees, and contingent survivors.

ASC 960-20: Pri-2012 Amount-Weighted Mortality Table (generational, not static) with blue collar adjustment, projected by Scale MP-2021, sex-distinct, with separate rates for employees, retirees, and contingent survivors.

Retirement Rates

Retirement table (see rates below):

Age	Assumed Retirement
60	10%
61	20%
62	30%
63	20%
64	30%
65	50%
66	35%
67-69	20%
70+	100%

Termination Rates

Sample graduated rates, by age and service as follows:

Age	Years of Service			
	0-2	2-3	3-4	4+
20-24	40%	30%	25%	20%
25-29	39%	30%	25%	15%
40-44	26%	18%	13%	6%
55-59	10%	10%	10%	5%
60+	5%	5%	5%	5%

Disability Rates

None assumed.

Assumptions Made in Valuing Spousal Benefits

The wife is assumed to be four years younger than their husband. It is assumed that 60 percent of male and 55 percent of female participants are married.

Assumptions Made Regarding Death Benefits

Commencement of all pre-retirement death benefits have been assumed to be deferred to the participant's age 60.

Assumptions Made Regarding Payment Form

10% of active participants and vested former participants or beneficiaries entitled to deferred benefits with a Lump Sum value less than \$25,000 and all active participants and vested former participants or beneficiaries entitled to deferred benefits with a Lump Sum value of \$25,000 or more are assumed to receive benefits in the following annuity form:

If not married: Life Annuity

If married: Actuarially adjusted Qualified Joint and 50% Survivor Annuity

90% of active participants and vested former participants or beneficiaries entitled to deferred benefits with a Lump Sum value less than \$25,000 are assumed to receive benefits in lump sum payment equal to the actuarial Lump Sum value of annuity benefits are determined using specified Plan applicable mortality rates and interest rates defined by IRC Section 417(e).

Provisions Not Valued

The disability benefit and post-termination death benefit for active participants, as well as the death benefit for terminated vested participants, have not been valued. Also, post-termination, pre-retirement spousal death benefits are not valued. Due to the small liability added by these benefits, they have been deemed to be immaterial for valuation purposes.

Provision for Expenses

The administrative expenses expected to be paid from plan assets have been included in the Target Normal Cost for minimum contribution purposes. Expected expenses for the current plan year are assumed to be equal to the actual expenses for the previous plan year.

Actuarial Cost Method

Funding: The actuarial cost method prescribed by applicable regulations is the Unit Credit cost method. Under this cost method, a liability is calculated for each participant as of the valuation date equal to the present value of the accrued benefit as of the valuation date. The liabilities are referred to as the Funding Target. The present value of benefits earned during the plan year following the valuation date is calculated for each active participant who has not reached normal retirement age and is expected to earn a benefit during the year. This present value is the individual participant's Target Normal Cost. The plan's total annual Funding Target and Target Normal Cost are the sums of the amounts for individual participants. Estimated plan administrative expenses expected to be paid from plan assets in the upcoming year are also included as part of the Target Normal Cost.

ASC 715-30: The actuarial cost method prescribed by ASC 715 is the Projected Unit Credit cost method. Under this cost method, a liability is calculated for each active participant as of the valuation date equal to the present value of the accrued benefit as of the valuation date, but reflecting a projection of future increases in compensation until the assumed retirement date. For inactive participants, such as separated participants with deferred vested benefits and retirees, a liability is calculated for each such participant as of the valuation date equal to the present value of the accrued benefit, reflecting no future increases in pay. The liabilities are referred to as the Projected Benefit Obligation, or PBO. The present value of benefits earned during the plan year following the valuation date is calculated for each active participant who has not reached normal retirement age and is expected to earn a benefit during the year. This present value is the individual participant's Service Cost. The plan's total annual PBO and Service Cost are the sums of the amounts for individual participants.

ASC 960-20: The actuarial cost method prescribed by ASC 960 is the Unit Credit cost method. Under this cost method, a liability is calculated for each participant as of the valuation date equal to the present value of the accrued benefit as of the valuation date. The liabilities are referred to as the Present Value of Accumulated Plan Benefits, or PVAB. The plan's total annual PVAB is the sum of the amounts for individual participants.

Low-Default-Risk Assessment: The actuarial cost method prescribed by applicable regulations is the Unit Credit cost method.

Attribution of Accrued Benefits: The accrual of benefits outlined in the plan document has been reflected in the attribution of benefits under the funding methods for funding and accounting purposes above.

Asset Method

Funding: Market value of all trust investments plus any discounted receivable contributions as of the valuation date.

ASC 715-30: Market value of all trust investments is used.

ASC 960-20: Market value of all trust investments plus any receivable contributions for the prior plan year.

At-Risk Assumptions

Since the prior year's Funding Target Attainment Percentage is greater than 70%, at-risk liabilities have not been valued.

ASC 715-30 Measurement Date

The last day of the fiscal year, December 31.

Fiscal Year

The 12-month period ending each December 31.

Rationale for the Selection of Assumptions

Assumptions that in our judgement have a significant effect on the measurements contained in this report are categorized below, along with information and analyses that support the determination that the assumption is reasonable.

Assumptions Selected by the Actuary

Decrement rates other than mortality and retirement: These assumptions are chosen to be reasonably reflective of expected future rates of termination and disability for the group. While a formal study has not been undertaken, we monitor gains and losses annually to ensure that the assumptions are reasonable.

Retirement decrement rates: This assumption has been based on observed data for this plan, and we monitor gains and losses annually to ensure the assumption is reasonable.

Expected return on plan assets: This rate is selected based on the outlook for returns within the main classes of investments (those being debt, equity, and cash), considering past experience as well as current market expectations over an appropriate timeframe. We confer with the plan's asset advisors, when possible, to gather input for the assumption and their opinion as to its reasonableness.

Discount rate: For purposes of measuring the low-default-risk obligation, this assumption is set to reflect the return on low-default-risk securities and to reflect the incidence of future cash flows from the plan, appropriately.

Assumptions Selected by Other Parties (other than prescribed assumptions or methods set by law)

Discount rate, assumed return on assets, and mortality: With respect to the ASC-715 valuation within this report, these primary assumptions are selected by the employer. However, we make recommendations to the employer using the methods and parameters required by the accounting standard and common practices within the audit profession. As a result of the employer following our recommendations, these assumptions do not conflict with our judgement and are reasonable for the purposes of the measurement.

Assumptions Selected by Other Parties (which are prescribed or set by law)

For assumptions prescribed or set by law, we offer no opinion or analysis on the reasonableness of the assumptions.

Changes in Assumptions since the Last Actuarial Valuation

Funding: The three-tiered segment interest rates used to determine the Funding Target Liability last year were 4.75%, 5.00%, and 5.74%. These rates were updated to the rates required for the current plan year and also reflect all applicable funding relief legislation. The mortality tables for the Funding Target Liability were updated as required under Regulation §1.430(h)(3)-1.

ASC 715-30: The discount rate was decreased from 5.15% to 4.94%, and the underlying interest and mortality rates used to convert life annuities to lump sum payments were updated to the IRS-prescribed rates for the 2024 plan year. All other methods and assumptions are the same as those used in the preparation of the 2023 fiscal year expense information.

ASC 960-20: The underlying interest rates used to convert life annuities to lump sum payments were updated to the IRS-prescribed rates for the 2024 plan year.

All Purposes: The expected rate of return on plan assets was decreased from 7.50% to 6.00%.

Justification for Changes in Funding Actuarial Assumptions

For funding calculation purposes, assumption changes, other than those prescribed by law, did not result in a decrease in the plan's funding shortfall (if any) by more than \$5,000,000 or more than 5% of the pre-change funding target, therefore, the plan did not need IRS approval to change assumptions.

Schedule of Active Participant Data

Age Group	Completed Years of Service									
	< 1 Yr.	1-4 Yrs.	5-9 Yrs.	10-14 Yrs.	15-19 Yrs.	20-24 Yrs.	25-29 Yrs.	30-34 Yrs.	35-39 Yrs.	40 Yrs. +
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
0-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	4	0	0	0	0	0
40-44	0	0	0	1	6	4	0	0	0	0
45-49	0	0	0	0	2	8	7	2	0	0
50-54	0	0	0	0	8	2	4	9	1	0
55-59	0	0	0	2	6	16	4	8	8	1
60-64	0	0	0	1	6	5	6	9	4	18
65-69	0	0	0	0	3	3	4	1	2	2
70+	0	0	0	0	1	5	1	1	2	3

Schedule of Amortization Bases

	Date Established	Present Value of Payments	Remaining Years	Amortization Installment
Shortfall Amortization Bases				
	1/1/2024	\$(1,822,112)	15	\$ (165,776)
	1/1/2023	1,794,719	14	171,293
	1/1/2022	(10,721,480)	13	(1,078,777)
	1/1/2021	4,694,767	12	500,862
	1/1/2020	(8,453,118)	11	(962,696)
	1/1/2019	<u>15,163,347</u>	10	<u>1,858,457</u>
	Total	\$ 656,123		\$ 323,363

Change in Actuarial Assumptions

Non-Prescribed Assumption Changes Since Prior Valuation

The expected rate of return on plan assets was decreased from 7.50% to 6.00%.

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.	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

- ▶ **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 R. B. PAMPLIN CORPORATION AND SUBSIDIARIES PENSION PLAN AND TRUST	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF R. B. PAMPLIN CORPORATION	D Employer Identification Number (EIN) 91-6033627	
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	97,848,848
	b Actuarial value	2b	97,848,848
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	1,650	83,884,713
	b For terminated vested participants	209	9,169,350
	c For active participants	180	5,425,970
	d Total	2,039	98,480,033
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)		
	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	5.01%
6	Target normal cost		
	a Present value of current plan year accruals	6a	0
	b Expected plan-related expenses	6b	1,484,427
	c Target normal cost	6c	1,484,427

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	Daniel C. Berry	09/16/2025
	Signature of actuary	Date
	Daniel C. Berry, FSA, EA	2305980
	Type or print name of actuary	Most recent enrollment number
	McGriff, a Marsh & McLennan Company	336-291-1143
	Firm name	Telephone number (including area code)
	3318 West Friendly Avenue Suite 400 Greensboro NC 27410	
	Address of the firm	

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 63
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	1,484,427	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	656,123	323,363	
b Waiver amortization installment.....	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	1,807,790	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35).....	36	1,807,790	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	23,547,943	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	21,740,153	
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 checked="" type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021
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Explanation of Contribution

The contributions made on 3/28/2025 and 4/2/2025 in the amounts of \$14,245,000 and \$9,100,000 respectively, were made in property.

Description of Weighted Average Retirement Age

The weighted average retirement age for the Plan is 63, calculated as follows:

(a)	(b)	(c)	(d)	(e)	(f)
Age	Retirement Rate	Fraction of Those Eligible for Retirement Remaining at Beginning of Year	Fraction of Those Eligible for Retirement Retiring at Age	Fraction of Those Eligible for Retirement Remaining at End of Year	(a) * (d)
60	0.1000	1.0000	0.1000	0.9000	6.0000
61	0.2000	0.9000	0.1800	0.7200	10.9800
62	0.3000	0.7200	0.2160	0.5040	13.3920
63	0.2000	0.5040	0.1008	0.4032	6.3504
64	0.3000	0.4032	0.1210	0.2822	7.7414
65	0.5000	0.2822	0.1411	0.1411	9.1728
66	0.3500	0.1411	0.0494	0.0917	3.2599
67	0.2000	0.0917	0.0183	0.0734	1.2292
68	0.2000	0.0734	0.0147	0.0587	0.9980
69	0.2000	0.0587	0.0117	0.0470	0.8101
70	1.0000	0.0470	0.0470	0.0000	3.2875
Weighted Average Retirement Age:					63.2213

Statement of Actuarial Assumptions/Methods

Liability Discount Rates

Funding: 24-month segment rates, averaged through the end of August and published in September.

	<u>Before Funding Relief</u>	<u>Reflecting Funding Relief</u>
1. First rate, years 1-5	3.62%	4.75%
2. Second rate, years 6-20	4.46%	4.87%
3. Third rate, years 21+	4.52%	5.59%
4. Effective Interest Rate using the above rates	4.39%	5.01%

PBGC: Three-tiered segment rates, based on the sponsor's election as of January 1, 2020 to use the alternative method.

1. First rate, years 1-5	3.62%
2. Second rate, years 6-20	4.46%
3. Third rate, years 21+	4.52%
4. Effective Interest Rate using the above rates	4.39%

ASC 715-30: A single rate of 4.94%, based on an analysis of the plan's estimated future cash flows using the FTSE Pension Discount Curve – Above Median.

ASC 960-20: A single rate of 6.00%, based on the expected long-term rate of return on plan assets.

Low-Default-Risk Assessment: Funding interest rates (before funding relief) shown above.

Long-Term Rate of Return on Plan Assets

Funding: N/A

ASC 715-30: 6.00%

ASC 960-20: 6.00%

Annual Increases to Maximum Benefits and Plan Compensation Limits

Funding: N/A

ASC 715-30: 2.00%

ASC 960-20: N/A

Annual Increases to Social Security

N/A

Employees Valued

Only participants as of the valuation date as reported by the plan sponsor were valued.

Salary Scale

None assumed, due to the plan freeze as of December 31, 2004.

Assumptions Regarding Future Service Accruals

For active participants, hours worked in each future year are assumed to be at least 1,000 such that Vesting Service continues to accrue.

Mortality Rates

Funding: Pri-2012 Mortality Table as described under Regulation §1.430(h)(3)-1 (static, not generational) projected by modified Scale MP-2021, sex-distinct, with separate rates pre- and post-commencement.

ASC 715-30: Pri-2012 Amount-Weighted Mortality Table (generational, not static) with blue collar adjustment, projected by Scale MP-2021, sex-distinct, with separate rates for employees, retirees, and contingent survivors.

ASC 960-20: Pri-2012 Amount-Weighted Mortality Table (generational, not static) with blue collar adjustment, projected by Scale MP-2021, sex-distinct, with separate rates for employees, retirees, and contingent survivors.

Retirement Rates

Retirement table (see rates below):

Age	Assumed Retirement
60	10%
61	20%
62	30%
63	20%
64	30%
65	50%
66	35%
67-69	20%
70+	100%

Termination Rates

Sample graduated rates, by age and service as follows:

Age	Years of Service			
	0-2	2-3	3-4	4+
20-24	40%	30%	25%	20%
25-29	39%	30%	25%	15%
40-44	26%	18%	13%	6%
55-59	10%	10%	10%	5%
60+	5%	5%	5%	5%

Disability Rates

None assumed.

Assumptions Made in Valuing Spousal Benefits

The wife is assumed to be four years younger than their husband. It is assumed that 60 percent of male and 55 percent of female participants are married.

Assumptions Made Regarding Death Benefits

Commencement of all pre-retirement death benefits have been assumed to be deferred to the participant's age 60.

Assumptions Made Regarding Payment Form

10% of active participants and vested former participants or beneficiaries entitled to deferred benefits with a Lump Sum value less than \$25,000 and all active participants and vested former participants or beneficiaries entitled to deferred benefits with a Lump Sum value of \$25,000 or more are assumed to receive benefits in the following annuity form:

If not married: Life Annuity

If married: Actuarially adjusted Qualified Joint and 50% Survivor Annuity

90% of active participants and vested former participants or beneficiaries entitled to deferred benefits with a Lump Sum value less than \$25,000 are assumed to receive benefits in lump sum payment equal to the actuarial Lump Sum value of annuity benefits are determined using specified Plan applicable mortality rates and interest rates defined by IRC Section 417(e).

Provisions Not Valued

The disability benefit and post-termination death benefit for active participants, as well as the death benefit for terminated vested participants, have not been valued. Also, post-termination, pre-retirement spousal death benefits are not valued. Due to the small liability added by these benefits, they have been deemed to be immaterial for valuation purposes.

Provision for Expenses

The administrative expenses expected to be paid from plan assets have been included in the Target Normal Cost for minimum contribution purposes. Expected expenses for the current plan year are assumed to be equal to the actual expenses for the previous plan year.

Actuarial Cost Method

Funding: The actuarial cost method prescribed by applicable regulations is the Unit Credit cost method. Under this cost method, a liability is calculated for each participant as of the valuation date equal to the present value of the accrued benefit as of the valuation date. The liabilities are referred to as the Funding Target. The present value of benefits earned during the plan year following the valuation date is calculated for each active participant who has not reached normal retirement age and is expected to earn a benefit during the year. This present value is the individual participant's Target Normal Cost. The plan's total annual Funding Target and Target Normal Cost are the sums of the amounts for individual participants. Estimated plan administrative expenses expected to be paid from plan assets in the upcoming year are also included as part of the Target Normal Cost.

ASC 715-30: The actuarial cost method prescribed by ASC 715 is the Projected Unit Credit cost method. Under this cost method, a liability is calculated for each active participant as of the valuation date equal to the present value of the accrued benefit as of the valuation date, but reflecting a projection of future increases in compensation until the assumed retirement date. For inactive participants, such as separated participants with deferred vested benefits and retirees, a liability is calculated for each such participant as of the valuation date equal to the present value of the accrued benefit, reflecting no future increases in pay. The liabilities are referred to as the Projected Benefit Obligation, or PBO. The present value of benefits earned during the plan year following the valuation date is calculated for each active participant who has not reached normal retirement age and is expected to earn a benefit during the year. This present value is the individual participant's Service Cost. The plan's total annual PBO and Service Cost are the sums of the amounts for individual participants.

ASC 960-20: The actuarial cost method prescribed by ASC 960 is the Unit Credit cost method. Under this cost method, a liability is calculated for each participant as of the valuation date equal to the present value of the accrued benefit as of the valuation date. The liabilities are referred to as the Present Value of Accumulated Plan Benefits, or PVAB. The plan's total annual PVAB is the sum of the amounts for individual participants.

Low-Default-Risk Assessment: The actuarial cost method prescribed by applicable regulations is the Unit Credit cost method.

Attribution of Accrued Benefits: The accrual of benefits outlined in the plan document has been reflected in the attribution of benefits under the funding methods for funding and accounting purposes above.

Asset Method

Funding: Market value of all trust investments plus any discounted receivable contributions as of the valuation date.

ASC 715-30: Market value of all trust investments is used.

ASC 960-20: Market value of all trust investments plus any receivable contributions for the prior plan year.

At-Risk Assumptions

Since the prior year's Funding Target Attainment Percentage is greater than 70%, at-risk liabilities have not been valued.

ASC 715-30 Measurement Date

The last day of the fiscal year, December 31.

Fiscal Year

The 12-month period ending each December 31.

Rationale for the Selection of Assumptions

Assumptions that in our judgement have a significant effect on the measurements contained in this report are categorized below, along with information and analyses that support the determination that the assumption is reasonable.

Assumptions Selected by the Actuary

Decrement rates other than mortality and retirement: These assumptions are chosen to be reasonably reflective of expected future rates of termination and disability for the group. While a formal study has not been undertaken, we monitor gains and losses annually to ensure that the assumptions are reasonable.

Retirement decrement rates: This assumption has been based on observed data for this plan, and we monitor gains and losses annually to ensure the assumption is reasonable.

Expected return on plan assets: This rate is selected based on the outlook for returns within the main classes of investments (those being debt, equity, and cash), considering past experience as well as current market expectations over an appropriate timeframe. We confer with the plan's asset advisors, when possible, to gather input for the assumption and their opinion as to its reasonableness.

Discount rate: For purposes of measuring the low-default-risk obligation, this assumption is set to reflect the return on low-default-risk securities and to reflect the incidence of future cash flows from the plan, appropriately.

Assumptions Selected by Other Parties (other than prescribed assumptions or methods set by law)

Discount rate, assumed return on assets, and mortality: With respect to the ASC-715 valuation within this report, these primary assumptions are selected by the employer. However, we make recommendations to the employer using the methods and parameters required by the accounting standard and common practices within the audit profession. As a result of the employer following our recommendations, these assumptions do not conflict with our judgement and are reasonable for the purposes of the measurement.

Assumptions Selected by Other Parties (which are prescribed or set by law)

For assumptions prescribed or set by law, we offer no opinion or analysis on the reasonableness of the assumptions.

Changes in Assumptions since the Last Actuarial Valuation

Funding: The three-tiered segment interest rates used to determine the Funding Target Liability last year were 4.75%, 5.00%, and 5.74%. These rates were updated to the rates required for the current plan year and also reflect all applicable funding relief legislation. The mortality tables for the Funding Target Liability were updated as required under Regulation §1.430(h)(3)-1.

ASC 715-30: The discount rate was decreased from 5.15% to 4.94%, and the underlying interest and mortality rates used to convert life annuities to lump sum payments were updated to the IRS-prescribed rates for the 2024 plan year. All other methods and assumptions are the same as those used in the preparation of the 2023 fiscal year expense information.

ASC 960-20: The underlying interest rates used to convert life annuities to lump sum payments were updated to the IRS-prescribed rates for the 2024 plan year.

All Purposes: The expected rate of return on plan assets was decreased from 7.50% to 6.00%.

Justification for Changes in Funding Actuarial Assumptions

For funding calculation purposes, assumption changes, other than those prescribed by law, did not result in a decrease in the plan's funding shortfall (if any) by more than \$5,000,000 or more than 5% of the pre-change funding target, therefore, the plan did not need IRS approval to change assumptions.

Summary of Plan Provisions

Plan Sponsor

R.B. Pamplin Corporation & Subsidiaries

EIN/PN

91-6033627 / 004

Effective Date

March 15, 1971. Last restated effective January 1, 2012 and last amended on January 1, 2012.

Plan Year

The 12-consecutive month period beginning each January 1.

Participation

Each employee becomes a Participant on the plan entry date on or next following the attainment of age 21 years and completion of 1 year of service. Effective January 1, 2008, no new entrants are allowed.

Compensation

Compensation is the total Compensation received by the Participant. Effective December 31, 2004 benefit accruals were frozen; compensation after that date is not considered.

Qualifying Year of Service

An eligibility computation period during which an employee completes at least 1,000 hours of Service.

Service

As of December 31, 2004 Credited Service under the Plan has been frozen.

Vesting Service

Future Service – For years beginning on and after January 1, 1992, one year of Benefit Service will be credited for each Plan year a Participant completes at least 1,000 Hours of Service.

Past Service – For years prior to 1992, Benefit Service is based on the provisions of the applicable prior plan.

Benefit Service

Except as noted below, an employee earns Benefit Service credit for all years of Service as defined above.

Social Security Covered Compensation

N/A

Primary Social Security Benefit

N/A

Accrued Benefit

The amount of annual retirement benefit payable according to the normal form is calculated as follows.

After December 31, 2001:

1.0% of Compensation multiplied by years of Future Service, plus the Participant's Accrued Benefit as of December 31, 2001 as determined under the applicable plan provisions.

Benefit accruals were frozen effective December 31, 2004.

Normal Retirement Benefit

Eligibility

The Normal Retirement Date for each Participant is the first of the month on or next following the attainment of age 65, or the fifth anniversary of Plan participation if later.

Monthly Benefit

The Accrued Benefit calculated at the normal retirement date.

Delayed Retirement Benefit

Eligibility

Eligibility is the first of the month on or next following the actual date the Participant terminates employment after Normal Retirement Date.

Monthly Benefit

The benefit is based on service and Average Compensation as of the actual retirement date, or December 31, 2004 if earlier. A Participant's Normal Retirement pension shall be actuarially adjusted to the extent required under Code §401(a)(9) to reflect commencement after age 72.

Early Retirement Benefit

Eligibility

Eligibility is contingent upon the attainment of age 60 and the completion of 15 years of Vesting Service.

Monthly Benefit

A Participant may retire on the first day of any month following attainment of eligibility. The amount of the monthly early retirement benefit is the Participant's Accrued Benefit reduced to reflect the early commencement of payments.

The reduction is ½% for each month which the benefit commences prior to Normal Retirement Date.

Disability Benefit

Eligibility

Ceases to be an employee due to disability, is totally disabled, and is unable to engage in any substantial gainful occupation and has completed at least 5 years of Vesting Service.

Monthly Benefit

Accrued Benefit actuarially reduced for payment commencement prior to Normal Retirement.

Termination Benefit

Eligibility

Termination of employment prior to retirement with at least five years of Vesting Service.

Monthly Benefit

The vested Accrued Benefit commences in full at age 65, or if the participant has at least 15 years of Service, in a reduced amount at any time after attainment of age 60, reduced in accordance with the Early Retirement Benefit provisions.

Pre-Retirement Death Benefit

Eligibility

The deceased participant must have attained a vested right to a benefit from the plan prior to their date of death.

Monthly Benefit for Participants who Die Prior to their Earliest Retirement Date

If a Participant dies prior to eligibility for retirement, the eligible spouse will receive the benefit payable as a 50% pre-retirement survivor annuity at what would have been the Participant's earliest retirement age.

Monthly Benefit for Participants who Die After their Earliest Retirement Date

If a Participant dies after eligibility to retire, the eligible surviving spouse will receive the benefit payable as an immediate 50% pre-retirement survivor annuity.

Normal Form of Benefit

Under the Normal Form of payment, a Participant's retirement annuity is payable monthly for life, without further payments after death.

Optional Forms

A Participant may elect to receive their benefit under one of the following actuarially equivalent optional modes:

A reduced benefit is paid to the Participant while the Participant and the surviving spouse are both living, with such benefit (50%, 75% or 100% of such benefit thereof) continued after the death of the participant, payable for the subsequent lifetime of the surviving spouse.

A lump sum payment of the actuarial equivalence of the Participant's retirement benefit, provided the amount does not exceed \$25,000.

Unless the Participant has elected an option above, it is automatically assumed that a married Participant has elected a Joint and Last Survivor option with one-half of the initial amount continued to the surviving spouse.

Annuity forms of payment are converted from the life annuity form using the RP-2000 Mortality Combined Healthy Unisex Table 50/50 blend of male and female rates and 6.00% interest.

Lump sum forms of payment are converted from the normal form using the Commissioner's Standard Mortality Table as outlined under IRS Code Section 417(e) and the three-tiered segment interest rates (as outlined under IRS Code Section 417(e)) for the month of November in the calendar year preceding the year of determination.

Benefits Available as a Lump Sum

A lump sum payment of the actuarial equivalence of the Participant's retirement benefit, provided the amount does not exceed \$25,000.

Maximum Benefit Limit

Plan benefits are limited to the Internal Revenue Code Section 415 maximum benefit amount.

Maximum Compensation Limit

Compensation is limited to the IRS Code Section 401(a)(17) maximum compensation amount that can be recognized for benefit calculation purposes.

Changes in Plan Provisions since the Last Actuarial Valuation

None.

Change in Actuarial Assumptions

Non-Prescribed Assumption Changes Since Prior Valuation

The expected rate of return on plan assets was decreased from 7.50% to 6.00%.

Schedule of Active Participant Data

Age Group	Completed Years of Service									
	< 1 Yr.	1-4 Yrs.	5-9 Yrs.	10-14 Yrs.	15-19 Yrs.	20-24 Yrs.	25-29 Yrs.	30-34 Yrs.	35-39 Yrs.	40 Yrs. +
	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
0-24	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	4	0	0	0	0	0
40-44	0	0	0	1	6	4	0	0	0	0
45-49	0	0	0	0	2	8	7	2	0	0
50-54	0	0	0	0	8	2	4	9	1	0
55-59	0	0	0	2	6	16	4	8	8	1
60-64	0	0	0	1	6	5	6	9	4	18
65-69	0	0	0	0	3	3	4	1	2	2
70+	0	0	0	0	1	5	1	1	2	3

Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	251,877	104,268	8,563,877	8,920,022
2025	264,996	226,277	8,319,535	8,810,808
2026	294,217	317,035	8,058,358	8,669,610
2027	333,996	418,510	7,781,264	8,533,770
2028	359,377	513,085	7,489,267	8,361,729
2029	376,258	597,171	7,183,579	8,157,008
2030	388,406	667,199	6,865,644	7,921,249
2031	399,918	691,179	6,537,143	7,628,240
2032	406,145	719,147	6,200,027	7,325,319
2033	408,935	753,097	5,856,461	7,018,493
2034	408,340	772,452	5,508,762	6,689,554
2035	405,997	773,173	5,159,364	6,338,534
2036	406,967	778,662	4,810,722	5,996,351
2037	403,684	780,801	4,465,238	5,649,723
2038	396,066	770,154	4,125,216	5,291,436
2039	386,741	759,467	3,792,807	4,939,015
2040	376,730	744,903	3,469,961	4,591,594
2041	362,471	725,631	3,158,405	4,246,507
2042	346,752	703,530	2,859,606	3,909,888
2043	331,028	677,797	2,574,753	3,583,578
2044	315,744	650,630	2,304,799	3,271,173
2045	300,840	622,034	2,050,511	2,973,385
2046	285,118	592,303	1,812,510	2,689,931
2047	268,346	561,280	1,591,307	2,420,933
2048	251,957	527,768	1,387,305	2,167,030
2049	233,769	492,998	1,200,773	1,927,540
2050	216,678	457,192	1,031,818	1,705,688
2051	199,508	420,654	880,327	1,500,489
2052	182,327	383,764	745,952	1,312,043
2053	165,485	346,958	628,088	1,140,531
2054	148,591	310,714	525,889	985,194
2055	132,464	275,519	438,294	846,277
2056	117,029	241,833	364,070	722,932
2057	102,443	210,061	301,861	614,365
2058	88,834	180,531	250,248	519,613

**R.B. Pamplin Corporation & Subsidiaries
Pension Plan & Trust**

Actuarial Valuation as of January 1, 2024

EIN/PN: 91-6033627/004

**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
2059	76,295	153,489	207,810	437,594
2060	64,890	129,082	173,180	367,152
2061	54,645	107,366	145,082	307,093
2062	45,559	88,318	122,365	256,242
2063	37,598	71,842	104,019	213,459
2064	30,707	57,787	89,178	177,672
2065	24,812	45,963	77,121	147,896
2066	19,831	36,152	67,258	123,241
2067	15,672	28,120	59,112	102,904
2068	12,241	21,630	52,310	86,181
2069	9,445	16,456	46,560	72,461
2070	7,196	12,383	41,640	61,219
2071	5,409	9,217	37,378	52,004
2072	4,009	6,785	33,648	44,442
2073	2,929	4,940	30,349	38,218

Schedule of Amortization Bases

	Date Established	Present Value of Payments	Remaining Years	Amortization Installment
Shortfall Amortization Bases				
	1/1/2024	\$(1,822,112)	15	\$ (165,776)
	1/1/2023	1,794,719	14	171,293
	1/1/2022	(10,721,480)	13	(1,078,777)
	1/1/2021	4,694,767	12	500,862
	1/1/2020	(8,453,118)	11	(962,696)
	1/1/2019	<u>15,163,347</u>	10	<u>1,858,457</u>
	Total	\$ 656,123		\$ 323,363

**SCHEDULE H
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

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

For calendar plan year 2024 or fiscal plan year beginning		and ending
A Name of plan	B Three-digit plan number (PN) ▶	
C Plan sponsor's name as shown on line 2a of Form 5500	D Employer Identification Number (EIN)	

Part I Asset and Liability Statement

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

Assets	(a) Beginning of Year	(b) End of Year
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)	
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	
(2) U.S. Government securities	1c(2)	
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A)	
(B) All other.....	1c(3)(B)	
(4) Corporate stocks (other than employer securities):		
(A) Preferred.....	1c(4)(A)	
(B) Common	1c(4)(B)	
(5) Partnership/joint venture interests	1c(5)	
(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)	
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	
(15) Other.....	1c(15)	

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(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	
Liabilities			
g	Benefit claims payable.....	1g	
h	Operating payables.....	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
k	Total liabilities (add all amounts in lines 1g through 1j).....	1k	
Net Assets			
l	Net assets (subtract line 1k from line 1f).....	1l	

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.

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

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

Expenses

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

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k		
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: _____

(2) EIN: _____

d The opinion of an independent qualified public accountant is **not attached** because:

- (1) This form is filed for a CCT, PSA, 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.)			
4a			
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.)			
4b			
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.)			
4c			
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.)			
4d			
e Was this plan covered by a fidelity bond?			
4e			
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?			
4f			
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?			
4g			
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?			
4h			
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)			
4i			
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.)			
4j			
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k			
l Has the plan failed to provide any benefit when due under the plan?			
4l			
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
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.			
4n			

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 _____.

Attachment to 2024 Form 5500
Schedule H, line 4i - Schedule of Assets (Held at End of Year)

Plan Name R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust

EIN: 91-6033627

Plan Sponsor's Name R. B. Pamplin Corporation

PN: 004

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value.	(d) Cost	(e) Current value
	Money Market Fund	Daily Income Government Fund CL Inst 36	16	16
	Mutual Funds	Fidelity Ishares Baird	33,088,810	34,725,060
	Trion Lodge	Leased Real Property	1,170,000	1,300,000
	Tail Property	Leased Real Property	4,800,000	2,040,000
	Gresham Press Property	Leased Real Property	1,550,000	1,690,000
	Madras Property	Leased Real Property	370,000	380,000
	Prinevill Property	Leased Real Property	640,000	700,000

Attachment to 2024 Form 5500
Schedule H, line 4i - Schedule of Assets (Held at End of Year)

Plan Name R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust
Plan Sponsor's Name R. B. Pamplin Corporation

EIN: 91-6033627
PN: 004

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value.	(d) Cost	(e) Current value
	Lake Oswego Property	Lease Real Property	1,100,000	1,080,000
	Yarnhill County House	Leased Real Property	656,000	850,000
	Yarnhill County Vineyard	Leased Real Property	5,202,000	5,400,000
	Ross Island	Leased Real Property	10,600,000	10,100,000
	McDonald Property	Leased Real Property	1,609,600	1,730,000
	Friend Property	Leased Real Property	1,060,000	1,160,000
	Gay Property	Leased Real Property	2,119,000	2,220,000

Attachment to 2024 Form 5500
Schedule H, line 4i - Schedule of Assets (Held at End of Year)

Plan Name R.B. Pamplin Corporation and Subsidiaries Pension Plan and Trust

EIN: 91-6033627

Plan Sponsor's Name R. B. Pamplin Corporation

PN: 004

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value.	(d) Cost	(e) Current value
	Swan Property	Leased Real Property	11,260,600	12,000,000
	Warnock Property	Leased Real Property	4,379,000	4,650,000
	Carlson Koniker Property	Leased Real Property	3,184,640	2,821,500
	Rhode Property	Leased Real Property	1,240,000	1,300,000
	Grabhorn Property	Leased Real Property	1,645,000	1,700,000
	Cooper Property	Leased Real Property	1,585,000	1,600,000
	Swann II Property	Leased Real Property	1,666,475	1,852,700

