

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 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 07/01/2024 and ending 06/30/2025	
A	This return/report is for: ☒ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☐ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☒
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information	
1a	Name of plan ALASKA LABORERS-EMPLOYERS RETIREMENT FUND	1b Three-digit plan number (PN) ▶ 001
		1c Effective date of plan 07/01/1962
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) BOARD OF TRUSTEES, ALASKA LABORERS- EMPLOYERS RETIREMENT FUND P.O. BOX 34203 SEATTLE, WA 98124	2b Employer Identification Number (EIN) 91-6028298 2c Plan Sponsor's telephone number 206-441-7574 2d Business code (see instructions) 237990

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.	04/13/2026	STEVE GERAGHTY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	04/10/2026	BRANDON CALCATERRA
	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 ☒ 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 5792
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) 1653 6a(2) 1694 6b 2403 6c 1367 6d 5464 6e 340 6f 5804 6g(1) 6g(2) 6h
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7 98

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

1B

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

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

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 1
- (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 A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance 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. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	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 07/01/2024 and ending 06/30/2025		
A Name of plan ALASKA LABORERS-EMPLOYERS RETIREMENT FUND	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES, ALASKA LABORERS- EMPLOYERS RETIREMENT FUND	D Employer Identification Number (EIN) 91-6028298	

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier THE UNION LABOR LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-1423090	69744	GA02187	5464	07/01/2024	06/30/2025

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
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(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
--

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	9291756

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

b Premiums paid to carrier	6b	
c Premiums due but unpaid at the end of the year	6c	
d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☒ other (specify) ▶ **DEPOSIT ADMINISTRATION**

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☐ other ▶

b Balance at the end of the previous year	7b	0
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c Additions: (1) Contributions deposited during the year	7c(1)		
	7c(2)		
	7c(3)		
	7c(4)		
	7c(5)		

(6) Total additions	7c(6)	0
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d Total of balance and additions (add lines 7b and 7c(6))	7d	0
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e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)		
(2) Administration charge made by carrier	7e(2)		
(3) Transferred to separate account	7e(3)		
(4) Other (specify below)	7e(4)		

(5) Total deductions	7e(5)	0
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f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	0
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Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3))		9a(4)	0
b Benefit charges (1) Claims paid	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2))		9b(3)	0
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount. Specify nature of costs.	10b	

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE MB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Multiemployer Defined Benefit Plan and Certain Money Purchase 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 07/01/2024 and ending 06/30/2025

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

A Name of plan ALASKA LABORERS-EMPLOYERS RETIREMENT FUND	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF BOARD OF TRUSTEES, ALASKA LABORERS- EMPLOYERS RETIREMENT FUND	D Employer Identification Number (EIN) 91-6028298

E Type of plan: (1) ☒ Multiemployer Defined Benefit (2) ☐ Money Purchase (see instructions)

1a Enter the valuation date: Month 07 Day 01 Year 2024	
b Assets	
(1) Current value of assets	1b(1) 601767547
(2) Actuarial value of assets for funding standard account	1b(2) 604005116
c (1) Accrued liability for plan using immediate gain methods	1c(1) 692318176
(2) Information for plans using spread gain methods:	
(a) Unfunded liability for methods with bases	1c(2)(a)
(b) Accrued liability under entry age normal method	1c(2)(b)
(c) Normal cost under entry age normal method	1c(2)(c)
(3) Accrued liability under unit credit cost method	1c(3) 692318176
d Information on current liabilities of the plan:	
(1) Amount excluded from current liability attributable to pre-participation service (see instructions)	1d(1)
(2) "RPA '94" information:	
(a) Current liability	1d(2)(a) 1055579014
(b) Expected increase in current liability due to benefits accruing during the plan year	1d(2)(b) 10881510
(c) Expected release from "RPA '94" current liability for the plan year	1d(2)(c) 54637032
(3) Expected plan disbursements for the plan year	1d(3) 56042940

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	03/30/2026
Signature of actuary KENNETH GRANT CAMP	Date 23-07456
Type or print name of actuary MILLIMAN, INC.	Most recent enrollment number 714-634-8337
Firm name 19200 VON KARMAN AVENUE SUITE 950 IRVINE, CA 92612	Telephone number (including area code)
Address of the firm	

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

2 Operational information as of beginning of this plan year:

a Current value of assets (see instructions)	2a	601767547
b "RPA '94" current liability/participant count breakdown:	(1) Number of participants	(2) Current liability
(1) For retired participants and beneficiaries receiving payment	2930	700339128
(2) For terminated vested participants	1332	177184210
(3) For active participants:		
(a) Non-vested benefits		15539685
(b) Vested benefits		162515991
(c) Total active	1653	178055676
(4) Total	5915	1055579014
c If the percentage resulting from dividing line 2a by line 2b(4), column (2), is less than 70%, enter such percentage	2c	57.00 %

3 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
08/15/2024	3653605	0	01/15/2025	1968653	0
09/15/2024	4890742	0	02/15/2025	3217536	0
10/15/2024	3788778	0	03/15/2025	3271173	0
11/15/2024	3060318	0	04/15/2025	3714456	0
12/15/2024	2315295	0	05/15/2025	3179229	0
		Totals ▶	3(b)	40207656	3(c) 0
(d) Total withdrawal liability amounts included in line 3(b) total					3(d) 600000

4 Information on plan status:

a Funded percentage for monitoring plan's status (line 1b(2) divided by line 1c(3)).....	4a	87.2 %
b Enter code to indicate plan's status (see instructions for attachment of supporting evidence of plan's status). If entered code is "N," go to line 5	4b	N
c Is the plan making the scheduled progress under any applicable funding improvement or rehabilitation plan?		☐ Yes ☐ No
d If the plan is in critical status or critical and declining status, does line 1(c) reflect any benefit reductions for the first time (see instructions)?		☐ Yes ☐ No
e If line d is "Yes," enter the reduction in liability resulting from the reduction in benefits (see instructions), measured as of the valuation date	4e	
f If the plan is in critical status or critical and declining status, and is: • Projected to emerge from critical status within 30 years, enter the plan year in which it is projected to emerge; • Projected to become insolvent within 30 years, enter the plan year in which insolvency is expected and check here..... ☐ • Neither projected to emerge from critical status nor become insolvent within 30 years, enter "9999."	4f	

5 Actuarial cost method used as the basis for this plan year's funding standard account computations (check all that apply):

- a** ☐ Attained age normal
b ☐ Entry age normal
c ☒ Accrued benefit (unit credit)
d ☐ Aggregate
e ☐ Frozen initial liability
f ☐ Individual level premium
g ☐ Individual aggregate
h ☐ Shortfall
i ☐ Other (specify):

j If box h is checked, enter period of use of shortfall method	5j	
k Has a change been made in funding method for this plan year?		☐ Yes ☒ No
l If line k is "Yes," was the change made pursuant to Revenue Procedure 2000-40 or other automatic approval?		☐ Yes ☐ No
m If line k is "Yes," and line l is "No," enter the date (MM/DD/YYYY) of the ruling letter (individual or class) approving the change in funding method	5m	

2 Operational information as of beginning of this plan year:

a Current value of assets (see instructions)	2a	
b "RPA '94" current liability/participant count breakdown:	(1) Number of participants	(2) Current liability
(1) For retired participants and beneficiaries receiving payment		
(2) For terminated vested participants		
(3) For active participants:		
(a) Non-vested benefits		
(b) Vested benefits		
(c) Total active		
(4) Total		
c If the percentage resulting from dividing line 2a by line 2b(4), column (2), is less than 70%, enter such percentage	2c	%

3 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
06/15/2025	3465171	0			
07/15/2025	3682700	0			
Totals ▶			3(b)		3(c)
(d) Total withdrawal liability amounts included in line 3(b) total					3(d)

4 Information on plan status:

a Funded percentage for monitoring plan's status (line 1b(2) divided by line 1c(3)).....	4a	%
b Enter code to indicate plan's status (see instructions for attachment of supporting evidence of plan's status). If entered code is "N," go to line 5	4b	
c Is the plan making the scheduled progress under any applicable funding improvement or rehabilitation plan?		☐ Yes ☐ No
d If the plan is in critical status or critical and declining status, does line 1(c) reflect any benefit reductions for the first time (see instructions)?		☐ Yes ☐ No
e If line d is "Yes," enter the reduction in liability resulting from the reduction in benefits (see instructions), measured as of the valuation date	4e	
f If the plan is in critical status or critical and declining status, and is:	4f	
• Projected to emerge from critical status within 30 years, enter the plan year in which it is projected to emerge;		
• Projected to become insolvent within 30 years, enter the plan year in which insolvency is expected and check here. ☐		
• Neither projected to emerge from critical status nor become insolvent within 30 years, enter "9999."		

5 Actuarial cost method used as the basis for this plan year's funding standard account computations (check all that apply):

- a** ☐ Attained age normal
b ☐ Entry age normal
c ☐ Accrued benefit (unit credit)
d ☐ Aggregate
- e** ☐ Frozen initial liability
f ☐ Individual level premium
g ☐ Individual aggregate
h ☐ Shortfall
- i** ☐ Other (specify):

j If box h is checked, enter period of use of shortfall method	5j	
k Has a change been made in funding method for this plan year?		☐ Yes ☐ No
l If line k is "Yes," was the change made pursuant to Revenue Procedure 2000-40 or other automatic approval?		☐ Yes ☐ No
m If line k is "Yes," and line l is "No," enter the date (MM/DD/YYYY) of the ruling letter (individual or class) approving the change in funding method	5m	

6 Checklist of certain actuarial assumptions:

a Interest rate for "RPA '94" current liability			6a	3.17 %
			Pre-retirement	Post-retirement
b Rates specified in insurance or annuity contracts	☐ Yes ☐ No ☒ N/A		☐ Yes ☐ No ☒ N/A	
c Mortality table code for valuation purposes:				
(1) Males	6c(1)	9P+1	9P+1	
(2) Females	6c(2)	9FP+1	9FP+1	
d Valuation liability interest rate	6d	6.50 %	6.50 %	
e Salary scale	6e	% ☒ N/A		
f Withdrawal liability interest rate:				
(1) Type of interest rate	6f(1)	☒ Single rate ☐ ERISA 4044 ☐ Other ☐ N/A		
(2) If "Single rate" is checked in (1), enter applicable single rate	6f(2)	6.50 %		
g Estimated investment return on actuarial value of assets for year ending on the valuation date	6g	5.0 %		
h Estimated investment return on current value of assets for year ending on the valuation date	6h	10.4 %		
i Expense load included in normal cost reported in line 9b	6i	☐ N/A		
(1) If expense load is described as a percentage of normal cost, enter the assumed percentage	6i(1)	%		
(2) If expense load is a dollar amount that varies from year to year, enter the dollar amount included in line 9b	6i(2)	1452785		
(3) If neither (1) nor (2) describes the expense load, check the box	6i(3)	☐		

7 New amortization bases established in the current plan year:

(1) Type of base	(2) Initial balance	(3) Amortization Charge/Credit
1	9158431	914577
3	11382	11382

8 Miscellaneous information:

a If a waiver of a funding deficiency has been approved for this plan year, enter the date (MM/DD/YYYY) of the ruling letter granting the approval	8a	
b Demographic, benefit, and contribution information		
(1) Is the plan required to provide a projection of expected benefit payments? (See instructions) If "Yes," see instructions for required attachment.	☒ Yes ☐ No	
(2) Is the plan required to provide a Schedule of Active Participant Data? (See instructions).	☒ Yes ☐ No	
(3) Is the plan required to provide a projection of employer contributions and withdrawal liability payments? (See instructions) If "Yes," attach a schedule.	☒ Yes ☐ No	
c Are any of the plan's amortization bases operating under an extension of time under section 412(e) (as in effect prior to 2008) or section 431(d) of the Code?	☐ Yes ☒ No	
d If line c is "Yes," provide the following additional information:		
(1) Was an extension granted automatic approval under section 431(d)(1) of the Code?	☐ Yes ☐ No	
(2) If line 8d(1) is "Yes," enter the number of years by which the amortization period was extended ..	8d(2)	
(3) Was an extension approved by the Internal Revenue Service under section 412(e) (as in effect prior to 2008) or 431(d)(2) of the Code?	☐ Yes ☐ No	
(4) If line 8d(3) is "Yes," enter number of years by which the amortization period was extended (not including the number of years in line (2))	8d(4)	
(5) If line 8d(3) is "Yes," enter the date of the ruling letter approving the extension	8d(5)	
(6) If line 8d(3) is "Yes," is the amortization base eligible for amortization using interest rates applicable under section 6621(b) of the Code for years beginning after 2007?	☐ Yes ☐ No	
e If box 5h is checked or the plan received an amortization extension for this plan year under Code section 431(d), enter the difference between the amount necessary to satisfy the plan's minimum funding standard for this plan year and the amount that would have been necessary without using the shortfall method or extending the amortization period(s).	8e	

9 Funding standard account statement for this plan year:**Charges to funding standard account:**

a Prior year funding deficiency, if any	9a	0
b Employer's normal cost for plan year as of valuation date	9b	14128807

c Amortization charges as of valuation date:

(1) All bases except funding waivers and certain bases for which the amortization period has been extended

(2) Funding waivers

(3) Certain bases for which the amortization period has been extended.....

	Outstanding balance	
9c(1)	241863712	35500898
9c(2)		
9c(3)		

d Interest as applicable on lines 9a, 9b, and 9c.....**9d** 3225931**e** Total charges. Add lines 9a through 9d.....**9e** 52855636**Credits to funding standard account:****f** Prior year credit balance, if any.....**9f** 58233315**g** Employer contributions. Total from column (b) of line 3.....**9g** 40207656**h** Amortization credits as of valuation date.....

	Outstanding balance	
9h	95317337	15630766

i Interest as applicable to end of plan year on lines 9f, 9g, and 9h**9i** 5925527**j** Full funding limitation (FFL) and credits:

(1) ERISA FFL (accrued liability FFL).....

9j(1) 171008744

(2) "RPA '94" override (90% current liability FFL)

9j(2) 355460366

(3) FFL credit

9j(3) 0**k** (1) Waived funding deficiency**9k(1)** 0

(2) Other credits

9k(2) 0**l** Total credits. Add lines 9f through 9i, 9j(3), 9k(1), and 9k(2)**9l** 119997264**m** Credit balance: If line 9l is greater than line 9e, enter the difference**9m** 67141628**n** Funding deficiency: If line 9e is greater than line 9l, enter the difference**9n****o** Current year's accumulated reconciliation account:

(1) Due to waived funding deficiency accumulated prior to the current plan year.....

9o(1) 0

(2) Due to amortization bases extended and amortized using the interest rate under section 6621(b) of the Code:

(a) Reconciliation outstanding balance as of valuation date

9o(2)(a)

(b) Reconciliation amount (line 9c(3) balance minus line 9o(2)(a))

9o(2)(b) 0

(3) Total as of valuation date

9o(3) 0**10** Contribution necessary to avoid an accumulated funding deficiency. (see instructions.).....**10****11** Has a change been made in the actuarial assumptions for the current plan year? If "Yes," see instructions☒ Yes ☐ No

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 07/01/2024 and ending 06/30/2025		
A Name of plan ALASKA LABORERS-EMPLOYERS RETIREMENT FUND	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES, ALASKA LABORERS- EMPLOYERS RETIREMENT FUND	D Employer Identification Number (EIN) 91-6028298	

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	
FIRST AMERICAN FUNDS	800 NICOLLET MALL MINNEAPOLIS, MN 55402

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
HATTERAS INVESTMENT PARTNERS	
46-3765543	

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
OAKTREE CAPITAL MANAGEMENT, LP	
26-0189082	

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
---	--

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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

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

WELFARE & PENSION ADMIN SERVICE INC

91-1363171

(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 12 13 15 38 49 50	NONE	924987	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

AON INVESTMENTS USA INC.

36-3109431

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	455894	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WASHINGTON CAPITAL MANAGEMENT

91-1042342

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	320596	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

MILLIMAN, INC

91-0675641

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50 17	NONE	148056	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

US BANK NA

31-0841368

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 50 62 68	NONE	132088	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☐

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

TURNER STOEVE & GAGLIARDI PS

91-1282506

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 49 50	NONE	114661	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

CLIFTONLARSONALLEN LLP

41-0746749

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	73350	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

STATE STREET GLOBAL ADVISORS

04-0025081

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52 51	NONE	58481	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☐

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

CALPA ADVISORS LLC

11250 KIRKLAND WAY SUITE 100
KIRKLAND, WA 98033

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	51285	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

UNION LABOR LIFE INSURANCE COMPANY

13-1423090

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 99	NONE	49578	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☐

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

BARLOW COUGHRAN MORALES & JOSEPHSON

91-0889948

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	38354	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PRINT TIME

2610 WESTERN AVE
SEATTLE, WA 98121

(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?
36 50	NONE	12666	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	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 07/01/2024 and ending 06/30/2025		
A Name of plan ALASKA LABORERS-EMPLOYERS RETIREMENT FUND		B Three-digit plan number (PN) ▶ 001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES, ALASKA LABORERS- EMPLOYERS RETIREMENT FUND		D Employer Identification Number (EIN) 91-6028298

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
--------	---

a Name of MTIA, CCT, PSA, or 103-12 IE: WASHINGTON CAPITAL JT MASTER TRUST		
b Name of sponsor of entity listed in (a): WASHINGTON CAPITAL MANAGEMENT, INC.		
c EIN-PN 91-1163419-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 31382539
a Name of MTIA, CCT, PSA, or 103-12 IE: AON HIGH YIELD PLUS FUND		
b Name of sponsor of entity listed in (a): AON TRUST COMPANY LLC		
c EIN-PN 37-6543784-007	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1537023
a Name of MTIA, CCT, PSA, or 103-12 IE: ULLICO INFRA. TAX EXEMPT FUND		
b Name of sponsor of entity listed in (a): ULLICO INVESTMENT ADVISORS INC.		
c EIN-PN 90-0622302-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10000000
a Name of MTIA, CCT, PSA, or 103-12 IE: AON MULTI-ASSET CREDIT FUND		
b Name of sponsor of entity listed in (a): AON TRUST COMPANY LLC		
c EIN-PN 37-6543784-041	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 14147374
a Name of MTIA, CCT, PSA, or 103-12 IE: AON PRIVATE CREDIT OPP. FUND, LLC		
b Name of sponsor of entity listed in (a): AON INVESTMENTS USA, INC		
c EIN-PN 61-1866344-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 8429066
a Name of MTIA, CCT, PSA, or 103-12 IE: AON OPP. CREDIT PORTFOLIO SP		
b Name of sponsor of entity listed in (a): AON INVESTMENTS USA, INC		
c EIN-PN 98-1554296-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10457452
a Name of MTIA, CCT, PSA, or 103-12 IE: AON PRIVATE CREDIT OPP. FUND II, LP		
b Name of sponsor of entity listed in (a): AON INVESTMENTS USA, INC		
c EIN-PN 87-3885623-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4696285

a Name of MTIA, CCT, PSA, or 103-12 IE: AON CORE REAL ESTATE FUND

b Name of sponsor of entity listed in (a): AON TRUST COMPANY LLC

c EIN-PN 37-6543784-037	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: AON CORE PLUS BOND FUND

b Name of sponsor of entity listed in (a): AON TRUST COMPANY LLC

c EIN-PN 37-6543784-008	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 81660784
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a Name of MTIA, CCT, PSA, or 103-12 IE: SS GLOBAL ALL CAP EQTY NL CL A

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY

c EIN-PN 90-0337987-299	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 136079013
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a Name of MTIA, CCT, PSA, or 103-12 IE: SS RUSSELL SM/MID CAP R NL CL A

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY

c EIN-PN 04-0025081-453	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 33083531
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a Name of MTIA, CCT, PSA, or 103-12 IE: SS S&P 500R INDEX NL SF CL A

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST COMPANY

c EIN-PN 04-0025081-097	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 192675881
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a Name of MTIA, CCT, PSA, or 103-12 IE: ULLICO SEPARATE ACCOUNT J

b Name of sponsor of entity listed in (a): THE UNION LABOR LIFE INSURANCE COMPANY

c EIN-PN 13-1423090-203	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 9291756
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

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

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

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

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE G (Form 5500) Department of Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	Financial Transaction Schedules 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 07/01/2024 and ending 06/30/2025		
A Name of plan ALASKA LABORERS-EMPLOYERS RETIREMENT FUND		B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES, ALASKA LABORERS- EMPLOYERS RETIREMENT FUND		D Employer Identification Number (EIN) 91-6028298

Part I	Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible Complete as many entries as needed to report all loans or fixed income obligations in default or classified as uncollectible. Check box (a) if obligor is known to be a party in interest. Attach Overdue Loan Explanation for each loan listed. See Instructions.
--------	--

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐	LEHMAN BROTHERS HOLDINGS 1271 AVENUE OF THE AMERICAS NEW YORK, NY 10020	FLOATING RATE DUE 5/25/2010 OBLIGOR IN ESCROW

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest
3906585	3094	0	2078994	2078994	5344

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor		(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items		
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

Part II Schedule of Leases in Default or Classified as Uncollectible

Complete as many entries as needed to report all leases in default or classified as uncollectible. Check box (a) if lessor or lessee is known to be a party in interest. Attach Overdue Lease Explanation for each lease listed. (See instructions)

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

Part III Nonexempt Transactions

Complete as many entries as needed to report all nonexempt transactions. **Caution:** If a nonexempt prohibited transaction occurred with respect to a disqualified person, file Form 5330 with the IRS to pay the excise tax on the transaction.

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
			0		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

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 07/01/2024 and ending 06/30/2025		
A Name of plan ALASKA LABORERS-EMPLOYERS RETIREMENT FUND	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES, ALASKA LABORERS- EMPLOYERS RETIREMENT FUND	D Employer Identification Number (EIN) 91-6028298	

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	12653224	4751354
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	4210400	3682700
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	3799052	6749683
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	8354285	3848904
(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)	1172	1563
(4) Corporate stocks (other than employer securities):			
(A) Preferred.....	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)	85994018	89489309
(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)	401043552	459183606
(10) Value of interest in pooled separate accounts	1c(10)	8794208	9291756
(11) Value of interest in master trust investment accounts.....	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)	61443379	64965342
(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)	15708822	15752588

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	602002112	657716805
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	234565	242738
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	234565	242738
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	601767547	657474067

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)	39607656	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)	600000	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		40207656
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	523046	
(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)	689788	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1212834
(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)		0
(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:	2b(5)(A)		
(B) Other	2b(5)(B)	8892290	
(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)		58362601
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		547126
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		2363834
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		2338
d Total income. Add all income amounts in column (b) and enter total	2d		111588679

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	53157390	
(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)		53157390
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)	859197	
(3) Recordkeeping fees	2i(3)	27719	
(4) IQPA audit fees	2i(4)	45631	
(5) Investment advisory and investment management fees	2i(5)	935192	
(6) Bank or trust company trustee/custodial fees	2i(6)	132154	
(7) Actuarial fees	2i(7)	148056	
(8) Legal fees	2i(8)	152731	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	36195	
(11) Other expenses	2i(11)	387894	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2724769
j Total expenses. Add all expense amounts in column (b) and enter total	2j		55882159

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		55706520
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: **CLIFTONLARSONALLEN LLP**

(2) EIN: **41-0746749**

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.)		☒	
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.)	☒		2078994
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		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?		☒	
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?	☒		148116456
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 571040.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 07/01/2024 and ending 06/30/2025		
A Name of plan ALASKA LABORERS-EMPLOYERS RETIREMENT FUND		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES, ALASKA LABORERS- EMPLOYERS RETIREMENT FUND		D Employer Identification Number (EIN) 91-6028298
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 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): _____		
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 13
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		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2024 v. 240311		

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 HOUSTON CONTRACTING

b EIN 92-0113047

c Dollar amount contributed by employer 4829303

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 06 Day 30 Year 2025

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) 10.13

(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer PRICE GREGORY INTERNATIONAL

b EIN 73-1103884

c Dollar amount contributed by employer 2468221

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 06 Day 30 Year 2025

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) 12.28

(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer QAP

b EIN 91-1617278

c Dollar amount contributed by employer 2251988

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 06 Day 30 Year 2025

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) 14.98

(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer NANUQ INC.

b EIN 92-0172381

c Dollar amount contributed by employer 1895106

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 06 Day 30 Year 2025

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) 12.28

(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer DOYON ASSOCIATED

b EIN 20-8047909

c Dollar amount contributed by employer 1819648

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 06 Day 30 Year 2025

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) 12.28

(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer TCC/VALDEZ

b EIN 92-0149358

c Dollar amount contributed by employer 1318106

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 06 Day 30 Year 2025

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) 12.28

(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

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 GRANITE CONSTRUCTION

b EIN 77-0239383

c Dollar amount contributed by employer 1308207

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 06 Day 30 Year 2025

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) 14.98

(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer HC CONTRACTOR'S INC.

b EIN 92-0148194

c Dollar amount contributed by employer 1080447

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 06 Day 30 Year 2025

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) 14.98

(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer FLOWLINE

b EIN 92-0164754

c Dollar amount contributed by employer 1039820

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 06 Day 30 Year 2025

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) 10.51

(2) Base unit measure: ☒ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer GREAT NORTHWEST INC

b EIN 92-0075611

c Dollar amount contributed by employer 922993

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 06 Day 30 Year 2025

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) 14.98

(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: ☒ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....	14a	1332
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	1297
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	1251
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	0.99
b The corresponding number for the second preceding plan year.....	15b	0.99
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	0
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	0
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: 56.3 % Private Equity: 10.9 % Investment-Grade Debt and Interest Rate Hedging Assets: 13.5 %

High-Yield Debt: 1.9 % Real Assets: 9.3 % Cash or Cash Equivalents: 0.5 % Other: 7.6 %

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 _____.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND

**FINANCIAL STATEMENTS AND
ERISA-REQUIRED SUPPLEMENTAL SCHEDULES**

YEARS ENDED JUNE 30, 2025 AND 2024



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**ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
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YEARS ENDED JUNE 30, 2025 AND 2024**

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INDEPENDENT AUDITORS' REPORT

Board of Trustees
Alaska Laborers-Employers Retirement Fund
Seattle, Washington

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Alaska Laborers-Employers Retirement Fund (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of June 30, 2025 and 2024, 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.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Alaska Laborers-Employers Retirement Fund as of June 30, 2025 and 2024, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of Alaska Laborers-Employers Retirement Fund and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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 Alaska Laborers-Employers Retirement Fund's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

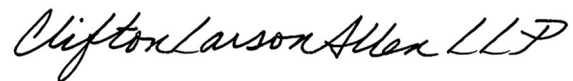
We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of loans and fixed income obligations in default or classified as uncollectible, assets (held at end of year) and of reportable transactions as of and for the year ended June 30, 2025 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.



CliftonLarsonAllen LLP

Bellevue, Washington
April 3, 2026

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
JUNE 30, 2025 AND 2024

	<u>2025</u>	<u>2024</u>
ASSETS		
INVESTMENTS (at Fair Value)		
Interest Bearing Cash	\$ 3,848,904	\$ 8,354,285
Corporate Bonds	1,563	1,172
103-12 Investment Entities	64,965,342	61,443,379
Pooled Separate Account	9,291,756	8,794,208
Collective Investment Trusts	459,183,606	401,043,552
Partnerships	89,489,309	85,994,018
Water Refund Contracts	15,752,588	15,708,822
Total Investments	<u>642,533,068</u>	<u>581,339,436</u>
RECEIVABLES		
Employer Contributions	3,682,700	4,210,400
Security Transactions Receivable	3,000,000	-
Accrued Interest and Dividends	78,162	70,856
Total Receivables	<u>6,760,862</u>	<u>4,281,256</u>
CASH	4,751,354	12,653,224
PREPAID BENEFITS	3,644,012	3,700,236
OTHER ASSETS	<u>27,509</u>	<u>27,960</u>
Total Assets	657,716,805	602,002,112
LIABILITIES		
Accounts Payable	242,738	223,675
Due to Related Plan	<u>-</u>	<u>10,890</u>
Total Liabilities	242,738	234,565
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 657,474,067</u></u>	<u><u>\$ 601,767,547</u></u>

See accompanying Notes to Financial Statements.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED JUNE 30, 2025 AND 2024

	<u>2025</u>	<u>2024</u>
ADDITIONS:		
INVESTMENT INCOME		
Net Appreciation in Fair Value of Investments	\$ 70,060,931	\$ 57,784,875
Interest and Dividends	<u>1,317,754</u>	<u>890,114</u>
Total Investment Income	71,378,685	58,674,989
Less: Investment Expenses	<u>(1,067,346)</u>	<u>(1,013,892)</u>
Net Investment Income	70,311,339	57,661,097
EMPLOYER CONTRIBUTIONS	39,607,656	37,597,787
OTHER INCOME		
Legal Fees Collected	1,145	1,570
Withdrawal Liability Payments	600,000	35,976
Securities Litigation Income	<u>1,193</u>	<u>502</u>
Total Other Income	<u>602,338</u>	<u>38,048</u>
Total Additions	110,521,333	95,296,932
DEDUCTIONS:		
PENSION AND DEATH BENEFITS	53,157,390	53,742,505
EXPENSES		
Administrative Fee	859,197	855,634
Insurance	100,698	94,857
Legal Fees	113,870	62,718
Office, Printing, and Postage	65,112	61,457
Actuarial Fee	148,056	115,461
PBGC Premium	214,304	195,965
Trustee Travel and Meetings	43,975	49,640
Audit Fees	45,631	54,272
Collection Fees	38,861	28,470
Payroll Compliance Fees	<u>27,719</u>	<u>32,050</u>
Total Expenses	<u>1,657,423</u>	<u>1,550,524</u>
Total Deductions	<u>54,814,813</u>	<u>55,293,029</u>
NET INCREASE	55,706,520	40,003,903
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of Year	<u>601,767,547</u>	<u>561,763,644</u>
End of Year	<u><u>\$ 657,474,067</u></u>	<u><u>\$ 601,767,547</u></u>

See accompanying Notes to Financial Statements.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 1 DESCRIPTION OF PLAN

The following description of the Alaska Laborers-Employers Retirement Fund (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 became effective January 1, 1962 and is currently maintained pursuant to a collective bargaining agreement (CBA) between the Associated General Contractors of Alaska, Inc. and Alaska State District Council of Laborers and Laborers' Local 341 and 942 (Union). The Plan is a defined benefit pension plan covering eligible employees under the CBA and other special agreements allowing for participation in the Plan. It is subject to the provisions of ERISA, as amended.

Pension Benefits

Participants are eligible for a normal retirement benefit when they have attained age 65 and have accumulated at least five years of credited service (including one credited future service year) or reached his or her fifth anniversary of participation under the Plan. Participants are entitled to a monthly benefit based upon years of service and covered hours of employment. The Plan permits early retirement at ages 50-64 when participants have completed five or more years of credited service. Benefits are due in the form of a monthly payment which continues as long as the participant survives, and there are three optional forms of a retirement benefit for married participants.

Beginning with hours worked July 1, 2021, Plan benefits will be earned under a sustainable income pension benefit formula (SIP). This design allows for participants' monthly benefits earned under this formula to adjust with the Plan's investment returns. Adjustments to the annual SIP benefits can be made on July 1 of each year and will apply to all benefits earned before that date and will be based on the investment return for the year ending one year earlier as determined using the audited assets.

Death and Disability Benefits

If a participant dies, his or her beneficiary may be entitled to a benefit as specified in the Plan if certain years of service requirements have been met. Participants who have become totally and permanently disabled after completing 10 or more years of credited service are entitled to receive a monthly retirement benefit earned to the disability retirement date. The normal retirement benefit is reduced by 2% for each year between ages 50 and normal retirement age and 2.5% for each year before age 50 that the disability retirement payment begins before the normal retirement date.

Rehabilitation Plan

Effective on and after July 1, 2021, certain adjustable benefits, including early retirement, disability and death benefits, will be reduced under the Rehabilitation Plan.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, and disclosures of contingent assets, liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements. Actual results could differ from those estimates.

Payment of Benefits

Benefit payments to participants are recorded upon distribution other than those paid early and due for periods outside the financial statement dates. Those benefit payments are recorded as prepaid benefits.

Concentration of Credit Risk

The Plan maintains its cash balances at high credit quality financial institutions. Accounts at these institutions are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000. At times, such cash balances may be in excess of the insurance limit.

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 Board of Trustees determines the Plan's valuation policies utilizing information provided by the investment advisers and custodian. See Note 6 for discussion of fair value measurements.

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

Withdrawal Liability

The Plan complies with the provisions of the Multiemployer Pension Plan Amendments Act of 1980, which require imposition of withdrawal liability on a contributing employer that partially or totally withdraws from the Plan. Basically, a portion of the Plan's unfunded vested liability would be allocated to a withdrawing employer based on certain comparisons of the employer's contributions to the Plan compared to total Plan contributions.

As a result, employers withdrawing from the Plan during the fiscal years ended June 30, 2025 and 2024 will be subject to employer withdrawal liability unless the amount is *de minimis*.

The Plan recognizes withdrawal liability income when due and collectible.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Contributions Receivable

Contributions due but not paid prior to year-end are recorded as contributions receivable. Contributions are due from employers as specified in the collective bargaining or participation agreement. In general, contributions are due on the 15th day of each month following the work month. Delinquent contributions and payroll audit findings are individually analyzed for collectability. The estimate for expected credit losses considers historical loss experience, current economic conditions, and forward-looking information, including factors such as payment history, employer financial condition, and labor trends. As of June 30, 2025 and 2024, the allowance for credit losses was insignificant.

Subsequent Events

The Plan has evaluated events through April 3, 2026, the date the financial statements were available to be issued.

NOTE 3 ACTUARIAL PRESENT VALUE OF ACCUMULATED BENEFITS

Accumulated plan benefits are those future periodic payments that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are based on the sum of past and future service credits, as defined in the Plan document, ending on the date as of which the benefit information is presented (June 30, 2024). 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 the consulting 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 significant actuarial assumptions used in the valuation as of June 30, 2024 were (a) life expectancy of participants (Pri-2012 Amount Weighted Mortality Tables for Males and Females with Blue Collar adjustments set forward one year, projected generationally from 2012 to 2021 using the MP-2021 mortality improvement rates and projected generationally beyond 2021 using 50% of the MP-2021 mortality improvement rates (b) retirement age assumptions (detailed below), and (c) investment return (6.50%).

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 3 ACTUARIAL PRESENT VALUE OF ACCUMULATED BENEFITS (CONTINUED)

Retirement ages are assumed as follows for active participants:

Nonretired employees are assumed to retire from active status at the rates shown below:

Age	<30,000 Hours Retirement Rate	>30,000 Hours Retirement Rate
50	6 %	35 %
51	6	15
52	6	25
53	6	20
54	6	10
55	15	25
56	10	10
57	15	30
58	10	20
59	15	25
60	20	50
61	10	50
62	15	30
63	20	30
64	35	30
65	100	100

Retirement ages are estimated to be age 60 for all vested inactive participants.

The surviving spouse commencement age was estimated to be age 55.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The computations of the actuarial present value of accumulated plan benefits were made as of July 1, 2024. Had the valuation been performed as of June 30, 2024, there would be no material differences.

NOTE 4 PLAN TERMINATION

In the event of termination or partial termination of the Plan, the rights to benefits accrued to the date of termination, to the extent funded, shall be nonforfeitable. The assets remaining after payment of expenses shall be allocated in the following order:

1. Benefits to participants who have been receiving benefits for at least three years before the Plan termination (including benefits which would have been received for at least three years if the employee had retired that long ago), based on the Plan provisions in effect during the five years prior to termination under which the benefit would be the least.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 4 PLAN TERMINATION (CONTINUED)

2. Vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC), a U.S. Government Agency, up to the applicable limitations.
3. All other vested benefits (vested benefits not insured by the PBGC).
4. All nonvested benefits.

Generally, the PBGC guarantees vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's benefits. However, the PBGC does not guarantee all benefits under the Plan and there are limitations on some of the guaranteed benefits. Vested benefits are guaranteed at the level in effect on the date of termination subject to some limitations. Benefit improvements attributable to Plan amendments are not automatically fully guaranteed. PBGC guarantees only benefits or benefit increases in effect for 60 months or more prior to the date of termination.

Whether all employees receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits and may also depend on the level of benefits guaranteed by the PBGC.

NOTE 5 FUNDING POLICY

The CBA presently calls for contributions by participating employers on covered employees at a specified rate per covered hour worked. Contributions received by the Plan are deposited in a trust account where they are invested on behalf of the Plan. Any benefits provided by the Plan are paid directly from net assets available for benefits. Contributions for 2025 and 2024 exceeded the minimum funding requirements of ERISA.

Effective July 1, 2014, 35% of total contributions received for hours worked after June 30, 2014 are allocated to supplemental funding, which are contributions designated not subject to benefit accruals for participants.

NOTE 6 FAIR VALUE OF INVESTMENTS

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

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

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 FAIR VALUE OF INVESTMENTS (CONTINUED)

Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

- 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 liability 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.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the valuation methodologies used at June 30, 2025 and 2024.

Interest-Bearing Cash: Valued based on cost, which approximates fair value in a noninflationary economy and is protected by the FDIC.

Water Refund Contracts: Valued based on the present value of expected future cash flows discounted for probability of future payment as determined in good faith by the Board of Trustees.

Corporate Bonds: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote if available.

103-12 Investment Entities, Pooled Separate Account, Collective Investment Trusts Limited Liability Company, and Partnerships: Valued based on the net asset value (NAV) of units (or equivalents), which is based on the estimated fair value of the underlying assets held by the Plan at year-end as determined in good faith by the Board of Trustees on information from the fund manager.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 FAIR VALUE OF INVESTMENTS (CONTINUED)

The following tables set forth by level, within the fair value hierarchy, the Plan's investment assets at fair value as of June 30:

	2025			
	Level 1	Level 2	Level 3	Total
Interest Bearing Cash	\$ 3,848,904	\$ -	\$ -	\$ 3,848,904
Corporate Bonds	-	1,563	-	1,563
Water Refund Contracts	-	-	15,752,588	15,752,588
Total Investments in the Fair Value Hierarchy	<u>\$ 3,848,904</u>	<u>\$ 1,563</u>	<u>\$ 15,752,588</u>	19,603,055
Investments Measured at Net Asset Value				<u>622,930,013</u>
Total Investment Assets at Fair Value				<u>\$ 642,533,068</u>

	2024			
	Level 1	Level 2	Level 3	Total
Interest Bearing Cash	\$ 8,354,285	\$ -	\$ -	\$ 8,354,285
Corporate Bonds	-	1,172	-	1,172
Water Refund Contracts	-	-	15,708,822	15,708,822
Total Investments in the Fair Value Hierarchy	<u>\$ 8,354,285</u>	<u>\$ 1,172</u>	<u>\$ 15,708,822</u>	24,064,279
Investments Measured at Net Asset Value				<u>557,275,157</u>
Total Investment Assets at Fair Value				<u>\$ 581,339,436</u>

The following tables represent the Plan's Level 3 financial instruments for which NAV are not calculated, along with the valuation techniques used to measure the fair value of those financial instruments, and the significant unobservable inputs and the ranges of values for those inputs at June 30:

Investment Type	2025				
	Fair Value	Principal Valuation Technique	Unobservable Inputs	Range of Significant Input Values	Weighted Average
Water Refund Contracts	<u>\$ 15,752,588</u>	Discounted Cash Flow	Discount Rates Payout Dates Collectibility	5.00% 7/1/2024-1/31/2054	5.00%

Investment Type	2024				
	Fair Value	Principal Valuation Technique	Unobservable Inputs	Range of Significant Input Values	Weighted Average
Water Refund Contracts	<u>\$ 15,708,822</u>	Discounted Cash Flow	Discount Rates Payout Dates Collectibility	5.00% 7/1/2023-1/31/2054	5.00%

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 FAIR VALUE OF INVESTMENTS (CONTINUED)

The water refund contracts include investment in Water Company Refund Contract Trust 2010-1 Series B and C notes. The notes are securitized by water refund contracts. Payment of principal of the Series B and C notes are subordinate to payments of interest and principal of Series A notes.

The following tables set forth additional disclosures for the fair value measurement of investments in certain entities that calculate NAV per share (or its equivalent) at June 30:

2025					
Investment Type	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period	
103-12 Investment Entities					
Infrastructure	\$ 10,000,000	\$ -	Quarterly	45 Days	(a)
Multi-Strategy - Private Debt	13,125,351	12,464,492	None	None	(b)
Opportunistic	10,457,452	2,699,877	None	None	
Real Estate	31,382,539	-	Monthly	15 Days	(c)
Pooled Separate Account					
Mortgages	9,291,756	-	Monthly	60-90 Days	(d)
Collective Investment Trusts					
Domestic Small/Mid-Cap Equity	33,083,531	-	Daily	1 Day	
Domestic Large-Cap Equity	192,675,881	-	Daily	1 Day	
Fixed Income	97,345,181	-	Daily/Monthly	1-10 Days	
Global All-Cap Equity	136,079,013	-	Daily	1 Day	
Partnerships					
Infrastructure - Alinda	12,875	1,384,022	(e)	(e)	
Multi-Strategy	52,758	-	Quarterly	65 Days	(g)
Private Equity	70,925,380	26,356,961	(h)	(h)	
Real Estate - US REIF	15,247,527	-	Quarterly	90 Days	
Real Estate - Other	3,250,769	2,507,715	(h)	(h)	
2024					
Investment Type	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period	
103-12 Investment Entities					
Multi-Strategy - Private Debt	\$ 15,724,014	\$ 10,689,053	None	None	(b)
Opportunistic	13,463,953	2,765,601	None	None	
Real Estate	32,255,412	-	Monthly	15 Days	(c)
Pooled Separate Account					
Mortgages	8,794,208	-	Monthly	60-90 Days	(d)
Collective Investment Trusts					
Domestic Small/Mid-Cap Equity	29,383,309	-	Daily	1 Day	
Domestic Large-Cap Equity	178,130,118	-	Daily	1 Day	
Fixed Income	71,627,850	-	Daily/Monthly	1-15 Days	
Global All-Cap Equity	117,784,880	-	Daily	1 Day	
Real Estate	4,117,395	-	Quarterly	105 Days	
Partnerships					
Infrastructure - Alinda	155,560	1,362,983	(e)	(e)	
Infrastructure - IFM	18,097,655	-	Quarterly	90 Days	(f)
Multi-Strategy	52,758	-	Quarterly	65 Days	(g)
Private Equity	65,181,263	16,113,786	(h)	(h)	
Real Estate	2,506,782	3,519,444	(h)	(h)	

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 FAIR VALUE OF INVESTMENTS (CONTINUED)

During the year ended June 30, 2024, the Plan committed \$11,000,000 to investments not yet funded as of June 30, 2024.

- (a) Withdrawals are only permitted after expiration of a four-year lock-up period, ending June 30, 2029.
- (b) Withdrawals of contributed capital are not permitted during the terms of the investment funds. The first fund will operate for a period of eight years from the initial closing date of March 15, 2018. The manager may extend the term of the fund in its sole discretion for up to two consecutive one-year periods. The second fund commenced operations on December 7, 2022.
- (c) Withdrawals are only made from available cash. The manager is not required to sell loans or real properties to meet redemption requests. The manager has sole discretion on making lump sum payments or periodic installments for withdrawal requests. If demand to liquidate exceeds the available cash, withdrawals are processed on a pro rata basis. During such time, any contributions to the fund may be used for investment rather than payment of withdrawal requests. As of June 30, 2025 and 2024, there was a redemption queue. Redemptions are being made on a pro rata basis and are expected to be fully paid within the next twelve months.
- (d) If more than 80% is requested for redemption, a partial payment of 80% of units held is made after the third valuation date (month) following the request, with units valued as of the second valuation date. The remainder of the redemption is sent three weeks later.
- (e) Withdrawals of contributed capital are not permitted during the term of the investment fund. The partnership was extended to July 10, 2022. The General Partner is in the process of liquidating the Fund's portfolio.
- (f) A limited partner may withdraw up to 2.5% of its capital account balance as of the end of each quarter upon at least 90 days written notice to the partnership. In addition, a limited partner may withdraw all or a portion of its capital account balance that has been invested in the partnership for more than two years as of the end of each quarter upon at least 90 days' written notice to the partnership, subject to a \$1 million minimum withdrawal amount (unless such amount represents the entirety of its capital account balance). The general partner may, in its discretion, waive any requirement relating to withdrawals, including, but not limited to, any notice or minimum withdrawal amount.
- (g) Redemptions from the fund have been suspended following adoption of a plan of liquidation. Distributions will be made upon liquidation of the remaining assets.
- (h) This class of investments includes the Plan's interest in limited partnerships that are invested in private equity and real estate related investments. No withdrawal will be allowed prior to the dissolution of these funds. Termination dates of the partnerships range from 2030-2033 and may be extended in accordance with the limited partnership agreements.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 6 FAIR VALUE OF INVESTMENTS (CONTINUED)

The following provides a brief description of the investment strategies of investments valued at NAV per share (or its equivalent) that are not direct filing entities:

Alinda Infrastructure Partnership

To seek capital appreciation and current income by acquiring, holding, financing, refinancing, and disposing of infrastructure related assets.

IFM Global Infrastructure Partnership

To acquire and maintain a diversified portfolio of global infrastructure investments with a target portfolio net annual return of at least 10% over a rolling three-year period.

Multi-Strategy Partnership

To provide capital appreciation consistent with the return characteristics of the alternative investment portfolios of larger endowments. The secondary objective is to provide capital appreciation with less volatility than that of the equity markets.

Private Equity Partnerships

To invest in privately negotiated transactions, directly, through co-investment, or through portfolio funds with middle-market companies in a variety of industries.

Real Estate Partnerships

To provide superior risk-adjusted returns without subjecting principal to undue risk of loss through investment in real estate and real estate-related debt, companies, securities and other assets on a global basis.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 7 ACCUMULATED PLAN BENEFITS

The following table presents the actuarial present value of accumulated plan benefits and changes therein as calculated by Milliman, the consulting actuary, as of and for the year ended June 30, 2024.

Vested Benefits	
Participants Currently Receiving Payments	\$ 499,393,326
Other Participants	<u>182,670,546</u>
Total Vested Benefits	682,063,872
Nonvested Benefits	<u>10,254,304</u>
Total Actuarial Present Value of Accumulated Plan Benefits	<u><u>\$ 692,318,176</u></u>
Increase (Decrease) During Year Attributable to	
Benefits Accumulated	\$ 11,850,872
Actuarial Loss	454,131
Reduction in the Discount Period	43,142,486
Benefits Paid	(53,742,505)
Plan Amendments	<u>11,382</u>
Net Increase	<u>1,716,366</u>
Actuarial Present Value of Accumulated Plan Benefits	
Beginning of Year	<u>690,601,810</u>
End of Year	<u><u>\$ 692,318,176</u></u>

NOTE 8 RISKS AND UNCERTAINTIES

The Plan invests in a variety of investments. In general, investments are exposed to various risks, such as interest rate, credit, and overall market volatility risk. Due to the level of risk associated with certain investments, it is reasonably possible that changes in the values of the investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

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 estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2025 AND 2024

NOTE 9 TAX STATUS

The Internal Revenue Service (IRS) has determined and informed the Plan by a letter dated March 9, 2016, that the Plan and related Trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). The Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require 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 is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 10 CONCENTRATIONS

During 2025 and 2024, the Plan received approximately 20% and 24%, respectively, of employer contributions from two employers. In the event these employers were to suspend contributions, the Plan would retain the risk of meeting its current obligations until the appropriate adjustments were made.

NOTE 11 PARTY-IN-INTEREST TRANSACTIONS

The Plan pays expenses related to Plan operations and investment activity to various service providers. These transactions are party-in-interest transactions under ERISA.

NOTE 12 ACTUARIAL FUNDING STATUS

Under the Pension Protection Act of 2006, the Plan was certified by the actuary be in endangered status for the Plan year beginning July 1, 2019. The Plan was certified to be in critical status for the Plan year beginning July 1, 2020. At the February 11, 2021 Special Board Meeting, the Board of Trustees adopted a Rehabilitation Plan.

Contributing employers to the Plan were required to pay a 5% surcharge on all contributions beginning with December 2020 work hours. This surcharge increased to 10% effective with July 2021 work hours. The surcharge ends when the bargaining parties incorporate a Rehabilitation Plan Schedule in their collective bargaining agreement. Certain adjustable benefits, including early retirement, disability and death benefits, will be reduced under the Rehabilitation Plan.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
E.I.N. 91-6028298 PLAN NO. 001
SCHEDULE G, PART I—SCHEDULE OF LOANS OR FIXED INCOME
OBLIGATIONS IN DEFAULT OR CLASSIFIED AS UNCOLLECTIBLE
JUNE 30, 2025

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
	Identity and Address of Obligor	Description of Loan Including Date of Making, Maturity Date, Interest Rate, Collateral, Renegotiation, Terms of Renegotiation	Original Amount of Loan	Amount Received Principal	Amount Received Interest	Unpaid Balance	Amount Overdue Principal	Amount Overdue Interest
	Lehman Brothers Holdings Inc. 1271 Avenue of the Americas New York, NY 10020	Floating Rate Due 5/25/2010 Obligor is in Escrow	\$ 3,906,585	\$ 3,094	\$ -	\$ 2,078,994	\$ 2,078,994	\$ 5,344

Lehman Brothers Holdings Inc. has filed for bankruptcy and is currently undergoing liquidation proceedings to develop an appropriate allocation plan for liquidation proceeds to be shared by bondholders and other creditors.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
E.I.N. 91-6028298 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
JUNE 30, 2025

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
	<u>Interest-Bearing Cash:</u>			
	FIRST AM GOVT OB FD	Variable Interest Rate	3,848,904	\$ 3,848,904
	Total Interest-Bearing Cash		3,848,904	3,848,904
	<u>Corporate Bond:</u>			
	LEHMAN BRTH MTN	DFLT Matured 5/25/2010	3,906,585	2,462,805
				1,563
	<u>103-12 Investment Entities:</u>			
*	AON OPPORTUNISTIC CREDIT PORTFOLIO SP	103-12 Investment Entity	6,978,361	10,457,452
*	AON PRIVATE CREDIT OPPORTUNITIES FUND II, LP	103-12 Investment Entity	3,900,981	4,696,285
*	AON PRIVATE CREDIT OPPORTUNITIES, LLC	103-12 Investment Entity	2,288,608	8,429,066
	ULLICO INFRASTRUCTURE TAX-EXEMPT FD	103-12 Investment Entity	10,000,000	10,000,000
	WA CAP JT MASTER TR RE EQUITY FD	103-12 Investment Entity	8,556,576	31,382,539
	Total 103-12 Investment Entities		31,724,526	64,965,342
	<u>Pooled Separate Account:</u>			
	ULLICO SEPARATE ACCOUNT J		6,563,441	9,291,756
	<u>Collective Investment Trusts:</u>			
*	AON CORE PLUS BOND FUND	Collective Investment Trust	75,695,641	81,660,784
*	AON HIGH YIELD BOND FUND	Collective Investment Trust	1,240,000	1,537,023
*	AON MULTI-ASSET CREDIT FUND	Collective Investment Trust	11,290,093	14,147,374
	SS GLOBAL ALL CAP EQUITY EX-US NL FUND	Collective Investment Trust	83,111,020	136,079,013
	SS RUSSELL SMALL/MID CAP INDEX NL FUND	Collective Investment Trust	17,167,359	33,083,531
	SS S&P 500 INDEX NL FUND	Collective Investment Trust	86,761,151	192,675,881
	Total Collective Investment Trusts		275,265,264	459,183,606
	<u>Partnerships/Joint Ventures:</u>			
	ALINDA INFRASTRUCTURE FUND II, LP	Limited Partnership Interest	51,643	12,875
	ARLINGTON CAPITAL PARTNERS VI, LP	Limited Partnership Interest	1,942,708	2,824,531
	DIVERSIS CAPITAL PARTNERS II-A, LP	Limited Partnership Interest	2,299,485	3,075,660
	FRANCISCO PARTNERS AGILITY III-A, LP	Limited Partnership Interest	63,000	63,000
	FTV VII, LP	Limited Partnership Interest	2,682,172	3,002,501
	FTV VIII, LP	Limited Partnership Interest	675,093	655,589
	GTCR FUND XIII	Limited Partnership Interest	1,760,564	2,759,334
	GTCR FUND XIV/C, LP	Limited Partnership Interest	325,000	435,281
	HATTERAS CORE ALT TEI INST FD, LP	Limited Partnership Interest	1,356,057	52,758
	IRONSIDES DIRECT INVESTMENT FUND V, LP	Limited Partnership Interest	6,250,335	21,341,382
	IRONSIDES PARTNERSHIP FUND V, LP	Limited Partnership Interest	12,546,912	20,761,236
	LEVEL EQUITY GROWTH PARTNERS V, LP	Limited Partnership Interest	2,403,511	2,981,542
	OAKTREE REAL OPPORTUNITIES FUND VIII, LP	Limited Partnership Interest	1,934,706	1,946,253
	ONE ROCK CAPITAL PARTNERS III, LP	Limited Partnership Interest	261,798	3,017,309
	STEPSTONE VC SEC. FUND V (CAYMAN), LP	Limited Partnership Interest	1,906,188	2,368,551

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
E.I.N. 91-6028298 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)(CONTINUED)
JUNE 30, 2025

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
<u>Partnerships/Joint Ventures (Continued):</u>				
	STEPSTONE VC SEC. FUND VI (CAYMAN), LP	Limited Partnership Interest	\$ 1,200,825	\$ 1,352,655
	THE VERITAS CAPITAL VANTAGE FUND, LP	Limited Partnership Interest	1,387,092	1,698,473
	TPG REAL ESTATE PARTNERS IV, LP	Limited Partnership Interest	1,292,037	1,304,516
	TRIVE CAPITAL FUND IV-A, LP	Limited Partnership Interest	2,053,577	3,204,463
	TRIVE CAPITAL FUND V-A, LP	Limited Partnership Interest	371,022	300,945
	U.S. REAL ESTATE INVESTMENT FUND, LLC	Limited Liability Company Interest	15,104,920	15,247,527
	WATERLAND PRIVATE EQUITY FUND IX, LP	Limited Partnership Interest	841,312	1,082,928
	Total Partnerships/Joint Ventures		58,709,957	89,489,309
<u>Other Investments - Water Refund Contracts:</u>				
	Alco Water Service	Contract ID #C2213	7,737	9,438
	Alco Water Service	Creekbridge C20 3-Buy Back	16,794	16,579
	Alco Water Service	Creekbridge C10 5-Buy Back	17,218	16,997
	American Water Company (California)	LXA 304	67,415	92,424
	American Water Company (California)	LXA 298 & 298-1	52,468	64,599
	American Water Company (California)	TR 62718	35,833	43,701
	California Water Service Company	15166	73,957	83,510
	California Water Service Company	10763	62,466	72,538
	California Water Service Company	10764	61,547	71,839
	California Water Service Company	10359	42,967	49,364
	California Water Service Company	80535	52,247	64,888
	California Water Service Company	00016191	80,363	143,931
	California Water Service Company	00016530	72,769	130,195
	California Water Service Company	00092849	94,045	162,698
	California Water Service Company	00087397	61,943	104,095
	Global Water Company	Acacia Crossings - Phase I, Parcel 1-7	257,238	306,018
	Global Water Company	Rancho El Dorado, Phase 1, Prcls 3,5	58,937	67,741
	Global Water Company	Rancho El Dorado, P2A, Prcls 7,8,13,20,21,24,15/19,16/17	272,672	314,893
	Global Water Company	Rancho El Dorado, P2B, Prcls 9,23,25,26A,26B,27	305,815	363,385
	Global Water Company	Homestead North, Prcls 1-7, 9	336,867	408,322
	Global Water Company	The Villages at Rancho El Dorado Prcl 13A	101,122	108,941
	Global Water Company	Maricopa Meadows, Prcls 3-17	700,496	787,018
	Global Water Company	Rancho El Dorado, Phase 1, Prcls 7,12,13	42,213	48,831
	Global Water Company	Rancho El Dorado, Phase IIA, Prcl 14	36,912	42,054
	Global Water Company	Rancho El Dorado, Phase IIA, Prcl 21	51,683	54,326
	Global Water Company	Tortosa NW, Phase 1, Prcls 1-2 & 6-13	687,808	732,584
	Global Water Company	Glennwilde, Phase 1, Parcel 1,3,9,12	77,367	82,582
	Global Water Company	Red Glenwilde Phase 1, Parcels 3,9,12	184,150	215,463
	Global Water Company	Red Phase IIA Parcel 14 Waste Water	19,998	20,090
	Global Water Company	Villages at Rancho El Dorado, P1, Prcls 4,9	142,840	150,728
	Global Water Company	Villages at Rancho El Dorado, P1, Prcls 10,11,14	187,230	198,825
	Golden State Water Company	3170515	50,837	63,737

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
E.I.N. 91-6028298 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)(CONTINUED)
JUNE 30, 2025

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
	<u>Other Investments - Water Refund Contracts:</u>			
	Golden State Water Company	2503164	\$ 47,862	\$ 59,045
	San Jose Water Company	12-F-2865 Baton Rouge Drive, Celad	37,751	45,471
	San Jose Water Company	04-F-2736 Flickinger Road	89,750	107,943
	San Jose Water Company	05-F-2784	138,017	164,800
	San Jose Water Company	11-F-2854 BerrySSA & N Jackson Ave	106,077	129,965
	San Jose Water Company	02-F-2695	58,201	73,260
	San Jose Water Company	02-F-2688 Willow Street & Delmas	25,629	32,255
	SouthWest Water Company	RC#4201 - Beach Blvd, Hillsborough/Sumerset	168,019	215,737
	SouthWest Water Company	RC#1572 - Valinda Ave/Maplegrove St	42,757	53,647
	Water Co. Refund Contract Trust 2010-1	Class B Note - WCOT - 2012.05.31	1,234,639	2,103,306
	Water Co. Refund Contract Trust 2010-1	Class C Note - WCOT - 2012.05.31	4,568,493	7,674,825
	Total Other Investments - Water Refund Contracts		<u>10,831,149</u>	<u>15,752,588</u>
	Total Investments		<u>\$ 389,406,046</u>	<u>\$ 642,533,068</u>

* Indicates party-in-interest

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND
E.I.N. 91-6028298 PLAN NO. 001
SCHEDULE H, LINE 4j—SCHEDULE OF REPORTABLE TRANSACTIONS
YEAR ENDED JUNE 30, 2025

(a)	(b)	(c)	(d)	(g)	(h)	(i)
Identity of Party Involved	Description of Assets (Include Interest Rate and Maturity in Case of a Loan)	Purchase Price	Selling Price	Cost of Assets	Current Value of Assets on Transaction Date	Net Gain (Loss)
<u>Category (iii) - Series of Transactions</u>						
First American Government Obligation Fund	Variable Rate	\$ 118,752,100	\$ -	\$ 118,752,100	\$ 118,752,100	\$ -
First American Government Obligation Fund	Variable Rate	-	123,257,481	123,257,481	123,257,481	-

There were no category (i), (ii), or (iv) reportable transactions during the year ended June 30, 2025.

Columns (e) and (f) are omitted as they are not applicable.



CLA (CliftonLarsonAllen LLP) is a network member of CLA Global. See CLAGlobal.com/disclaimer. Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.

E. Distribution of Active Participants by Age and Years of Credited Service (July 1, 2024)

YEARS OF CREDITED SERVICE												
AGE	UNDER 1		1 TO 4		5 TO 9		10 TO 14		15 TO 19		20 TO 24	
	No.	Avg. Accrued Monthly Ben*	No.	Avg. Accrued Monthly Ben*	No.	Avg. Accrued Monthly Ben*	No.	Avg. Accrued Monthly Ben*	No.	Avg. Accrued Monthly Ben*	No.	Avg. Accrued Monthly Ben*
Under 25	0	\$ -	203	\$ 157	16	\$ -	0	\$ -	0	\$ -	0	\$ -
25 to 29	0	-	133	169	52	847	6	-	0	-	0	-
30 to 34	0	-	123	162	53	881	39	1,506	1	-	0	-
35 to 39	0	-	86	152	52	799	44	1,599	22	2,537	3	-
40 to 44	0	-	73	181	30	947	41	1,544	35	2,791	25	4,113
45 to 49	0	-	51	140	19	-	23	1,530	22	2,408	20	3,628
50 to 54	0	-	40	157	26	708	29	1,431	25	2,319	21	3,545
55 to 59	0	-	25	161	16	-	25	1,289	12	-	8	-
60 to 64	0	-	21	191	16	-	14	-	8	-	4	-
65 to 70	0	-	7	-	5	-	2	-	5	-	4	-
70 & Up	0	-	2	-	3	-	2	-	0	-	0	-
TOTALS	0	\$ -	764	\$ 161	288	\$ 787	225	\$ 1,479	130	\$ 2,422	85	\$ 3,642
AGE	25 TO 29		30 TO 34		35 TO 39		40 & UP		TOTAL			
	No.	Avg. Accrued Monthly Ben*	No.	Avg. Accrued Monthly Ben*	No.	Avg. Accrued Monthly Ben*	No.	Avg. Accrued Monthly Ben*	No.	Avg. Accrued Monthly Ben*	No.	Avg. Accrued Monthly Ben*
Under 25	0	\$ -	0	\$ -	0	\$ -	0	\$ -	219	\$ 178		
25 to 29	0	-	0	-	0	-	0	-	191	395		
30 to 34	0	-	0	-	0	-	0	-	216	593		
35 to 39	0	-	0	-	0	-	0	-	207	932		
40 to 44	0	-	0	-	0	-	0	-	204	1,497		
45 to 49	10	-	0	-	0	-	0	-	145	1,598		
50 to 54	4	-	2	-	1	-	0	-	148	1,610		
55 to 59	1	-	1	-	0	-	0	-	88	1,287		
60 to 64	3	-	0	-	0	-	0	-	66	1,032		
65 to 70	1	-	0	-	0	-	0	-	24	1,242		
70 & Up	0	-	0	-	0	-	0	-	7	-		
TOTALS	19	\$ -	3	\$ -	1	\$ -	0	\$ -	1,515	\$ 940		
Active Employees without Complete Data										138	\$ 57	
										1,653	\$ 866	

* Reflects SIP Unit Value in effect on the valuation date

Average accrued benefits are not shown if there are less than 20 participants in a group. The Plan does not have a cash balance benefit, and benefits are not based on compensation.

C. Actuarial Cost Method

Cost Method

The actuarial cost method we used to calculate the funding requirements of the Plan is called the **Unit Credit Actuarial Cost Method**.

Under this cost method, the **normal cost** for each active participant is computed as the actuarial present value of benefits expected to be earned in the current plan year. The normal cost equals zero for all inactive participants. The Plan's **actuarial accrued liability** is the actuarial present value of all benefits earned by the Plan participants to date. The **unfunded actuarial accrued liability** is determined by subtracting the actuarial value of assets from the actuarial accrued liability.

The term "actuarial present value" refers to the value, on a given date, of a series of future benefit payments, where each amount in the series is:

- a. Adjusted for the probability of increase (or decrease) due to such events as changes in marital status, etc.;
- b. Multiplied by the probability of the event occurring on which the payment is conditioned, such as the probability of survival, retirement, death, disability, termination of employment, etc.; and
- c. Discounted at an assumed rate of investment return.

These probabilities and assumed investment return are described fully in Appendix D.

Funding Requirements

Each year the Plan must fund the normal cost and amortize a portion of the unfunded actuarial liability. IRS minimum and maximum funding rules specify amortization schedules for the unfunded actuarial liability, depending on the source of increase or decrease (Plan improvements, assumption changes, gains/losses, etc.). However, if assets exceed the accrued liability, the IRS Full Funding Limitation applies, reducing or eliminating the need for an annual contribution to the Fund.

Two other factors can also affect funding requirements. First, the excess, if any, of past contributions over the accumulated minimum required amount creates a **credit balance**, which may be used to offset the minimum required contribution. Second, contribution requirements may be affected by comparing the Fund's assets to the **current liability**. The current liability is the actuarial value of all benefits accrued under the Fund, based on service to date and calculated using a discount rate within a range specified by the IRS.

Amortization Method

The amortization method for determining the current annual cost is the method used to determine the amount, timing, and pattern of recognizing changes in the unfunded actuarial accrued liability. We apply the amortization schedule defined in Section 431 of the Internal Revenue Code.

After the enactment of the Pension Protection Act of 2006 (PPA), changes in the unfunded actuarial accrued liability related to changes in plan amendments, actuarial assumptions, and experience gains and losses are amortized over 15 years. Prior to PPA, these changes were amortized over 30 years. Changes related to the actuarial cost method or asset valuation method are amortized over 10 years. SIP shore-up payments are amortized entirely in the year they occur. In addition, the Trustees elected to amortize net investment loss for

the plan year ending December 31, 2008 over the 29-year period beginning with the loss year as provided by the Pension Relief Act of 2010.

Asset Valuation Method

The **asset valuation method** is used to determine the actuarial value of plan assets on the valuation date. This value is used for purposes of determining the Plan's actuarial costs and liabilities for minimum funding purposes. The asset valuation method recognizes investment gains and losses on a market value basis above or below the assumed rate of investment return over a period of five years.

The actuarial value of assets on the valuation date is generally determined using the following values:

- (1) Market value of assets on the valuation date
- (2) 80% of the difference between actual investment return and expected investment return for the plan year prior to the valuation date
- (3) 60% of the difference between actual investment return and expected investment return for the plan year prior to the plan year in (2) above.
- (4) 40% of the difference between actual investment return and expected investment return for the plan year prior to the plan year in (3) above.
- (5) 20% of the difference between actual investment return and expected investment return for plan years prior to the plan year in (4) above.

The Actuarial Value of Assets is then determined as (1)–(2)–(3)–(4)–(5), with the resulting value not less than 80% nor greater than 120% of the Market Value of Assets on the valuation date.

Actual and expected investment return is calculated net of investment management fees using simple interest and assuming contributions, benefit payments, and expenses all occur at mid-year.

Reset of Phase-in Period (Adopted July 1, 2021)

The Board of Trustees elected to reset the Plan's Actuarial Value of Assets to the Market Value of Assets with 5-year smoothing phased-in prospectively, as allowed under IRS Revenue Procedure 2000-40, effective July 1, 2021.

July 1, 2024 Market Value of Assets

We have relied without audit on the market value of assets provided by the Trust's auditor.

Change in Actuarial Cost Method for the July 1, 2024 Valuation

None.

D. Actuarial Assumptions

This section of the report describes the actuarial assumptions used in this valuation for the Plan's funding calculations under ERISA. These assumptions have been chosen on the basis of recent experience of the Trust, published actuarial tables and on current and future expectations.

The assumptions are intended to estimate the future experience of the participants of the Plan and of the Plan itself in areas which affect the projected benefit flow and anticipated investment earnings. Any variations in future experience from that expected from these assumptions will result in corresponding changes in the estimated costs of the Plan's benefits.

Investment Return (Adopted June 30, 2020)

6.50% per annum, net of investment expenses.

The investment return assumption was selected based on the Plan's target asset allocation as of the valuation date, capital market assumptions from several sources, including published studies summarizing the expectations of various investment experts. This information was used to develop forward-looking long-term expected returns, producing a range of reasonable expectations according to industry experts. Based on the resulting range of potential assumptions, in our professional judgment the selected investment return assumption is reasonable and is not expected to have any significant bias.

Mortality (Adopted June 30, 2022)

Healthy retirees are assumed to follow Pri-2012 Amount Weighted Mortality Tables for Males and Females with Blue Collar adjustments set forward 1 year. Disabled retirees are assumed to follow the Pri-2012 Disabled Amount Weighted Mortality Tables for Males and Females. They are both projected generationally from 2012 to 2021 using the MP-2021 mortality improvement rates and projected generationally beyond 2021 using 50% of the MP-2021 mortality improvement rates.

Disability (Adopted June 30, 2011)

Active Lives

Disability rates are based on the 1985 Society of Actuaries Table for males and females, reduced by 40%.

Sample disability rates are shown below:

Age	Number Becoming Disabled per 1,000 Covered	
	Males	Females
25	0.228	0.282
35	0.414	0.816
45	1.212	1.938
55	4.332	5.712

Withdrawal (Adopted June 30, 2017)

Withdrawal rates are based on Plan experience and are shown below.

Service	Rate of Termination*
1 to 2	35%
3	20%
4 to 5	15%
6 to 10	11%
11 to 25	8%
26+	0%
* Withdrawal rates are set to zero at early retirement eligibility	

Retirement Age (Adopted June 30, 2021)

Active Participants

Non-retired employees aged 65 or older are assumed to retire at the end of the current plan year. Otherwise, non-retired employees are assumed to retire from active status at the rates shown below:

Age	Hours of Covered Employment	
	<30,000 hours	>=30,000 hours
50	6%	35%
51	6%	15%
52	6%	25%
53	6%	20%
54	6%	10%
55	15%	25%
56	10%	10%
57	15%	30%
58	10%	20%
59	15%	25%
60	20%	50%
61	10%	50%
62	15%	30%
63	20%	30%
64	35%	30%
65	100%	100%
Weighted Average Retirement Age	58	53

Vested Inactive Participants Commencement Age (Adopted June 30, 2021)

Age 60 for all participants or current age if later.

Surviving Spouse Commencement Age (Adopted June 30, 2019)

Age 55 for all participants or current age if later.

Future Credits

In valuing the Plan, it was assumed that each active participant would earn a full credit in each future year.

Future Benefit Accrual (Adopted June 30, 2023)

In valuing projected benefits, it was assumed that the total hours for which employees would receive credit for employer contributions in each future year would be 2,100,000 at the current contribution rate.

Expenses (Adopted June 30, 2020)

Administrative expenses are assumed to be \$1,500,000 per year, payable mid-year.

Probability of Marriage

80% of non-retired participants are assumed to be married.

Spouse Age Difference (Adopted June 30, 2008)

Husbands are assumed to be three years older than their wives.

Incomplete Data

- Non-retired participants without birthdates were assumed to be 33 years old on their hire date.
(Adopted July 1, 2021)
- Active participants without a Rehabilitation Plan schedule indicator were assumed to be working under a Collective Bargaining Agreement that adopted the Preferred Schedule.
(Adopted June 30, 2021)

Form of Benefit

Non-retired members are assumed to select the 60-month certain and life form of benefit at retirement.

Current Liability Assumptions (Adopted June 30, 2024)

INTEREST RATE	MORTALITY
3.17%	Pri-2012 Mortality Tables with projections as mandated by the IRS

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND

EIN 91-6028298 PN 001 FYE 6/30/2025

Schedule H, line 4j - Schedule of Reportable Transactions - included in the Accountant's audit report attachment.

**SCHEDULE MB
(Form 5500)**Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

**Multiemployer Defined Benefit Plan and Certain
Money Purchase Plan Actuarial Information**

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

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

OMB No. 1210-0110

2024**This Form Is Open to Public
Inspection**

For calendar plan year 2024 or fiscal plan year beginning 07/01/2024 and ending 06/30/2025

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

A Name of plan ALASKA LABORERS-EMPLOYERS RETIREMENT FUND	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF BOARD OF TRUSTEES, ALASKA LABORERS-EMPLOYERS RETIREMENT FUND	D Employer Identification Number (EIN) 91-6028298
E Type of plan: (1) ☒ Multiemployer Defined Benefit (2) ☐ Money Purchase (see instructions)	

1a Enter the valuation date: Month 07 Day 01 Year 2024**b** Assets

(1) Current value of assets	1b(1)	601,767,547
(2) Actuarial value of assets for funding standard account.....	1b(2)	604,005,116
c (1) Accrued liability for plan using immediate gain methods	1c(1)	692,318,176
(2) Information for plans using spread gain methods:		
(a) Unfunded liability for methods with bases	1c(2)(a)	
(b) Accrued liability under entry age normal method.....	1c(2)(b)	
(c) Normal cost under entry age normal method	1c(2)(c)	
(3) Accrued liability under unit credit cost method.....	1c(3)	692,318,176
d Information on current liabilities of the plan:		
(1) Amount excluded from current liability attributable to pre-participation service (see instructions).....	1d(1)	
(2) "RPA '94" information:		
(a) Current liability	1d(2)(a)	1,055,579,014
(b) Expected increase in current liability due to benefits accruing during the plan year	1d(2)(b)	10,881,510
(c) Expected release from "RPA '94" current liability for the plan year	1d(2)(c)	54,637,032
(3) Expected plan disbursements for the plan year.....	1d(3)	56,042,940

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

Kenneth Grant Camp

Type or print name of actuary

MILLIMAN, INC.

Firm name

19200 Von Karman Avenue Suite 950
Irvine CA 92612
Address of the firm

3/30/2026

Date

2307456

Most recent enrollment number

714-634-8337

Telephone number (including area code)

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

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

Schedule MB (Form 5500) 2024
v. 240311

a Current value of assets (see instructions)		2a	601,767,547
b "RPA '94" current liability/participant count breakdown:		(1) Number of participants	(2) Current liability
(1)	For retired participants and beneficiaries receiving payment	2,930	700,339,128
(2)	For terminated vested participants	1,332	177,184,210
(3)	For active participants:		
(a)	Non-vested benefits		15,539,685
(b)	Vested benefits		162,515,991
(c)	Total active.....	1,653	178,055,676
(4)	Total.....	5,915	1,055,579,014
c If the percentage resulting from dividing line 2a by line 2b(4), column (2), is less than 70%, enter such percentage.....		2c	57.00 %

(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	
08/15/2024	3, 653, 605	0				
09/15/2024	4, 890, 742	0				
10/15/2024	3, 788, 778	0				
11/15/2024	3, 060, 318	0				
12/15/2024	2, 315, 295	0				
01/15/2025	1, 968, 653	0				
02/15/2025	3, 217, 536	0				
03/15/2025	3, 271, 173	0				
04/15/2025	3, 714, 456	0				
05/15/2025	3, 179, 229	0				
06/15/2025	3, 465, 171	0				
07/15/2025	3, 682, 700	0				
			Totals ►	3(b)	40, 207, 656	3(c) 0

j If box h is checked, enter period of use of shortfall method	5j	
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k Has a change been made in funding method for this plan year? ☐ Yes ☒ No

l If line k is "Yes," was the change made pursuant to Revenue Procedure 2000-40 or other automatic approval? ☐ Yes ☐ No

m If line k is "Yes," and line l is "No," enter the date (MM/DD/YYYY) of the ruling letter (individual or class) approving the change in funding method **5m**

6 Checklist of certain actuarial assumptions:

a Interest rate for "RPA '94" current liability.....	6a	3.17 %
	Pre-retirement	Post-retirement
b Rates specified in insurance or annuity contracts	☐ Yes ☐ No ☒ N/A	☐ Yes ☐ No ☒ N/A
c Mortality table code for valuation purposes:		
(1) Males.....	6c(1)	9P+1
(2) Females	6c(2)	9FP+1
d Valuation liability interest rate	6d	6.50 %
e Salary scale	6e	% ☒ N/A
f Withdrawal liability interest rate:		
(1) Type of interest rate	6f(1)	☒ Single rate ☐ ERISA 4044 ☐ Other ☐ N/A
(2) If "Single rate" is checked in (1), enter applicable single rate	6f(2)	6.50 %
g Estimated investment return on actuarial value of assets for year ending on the valuation date.....	6g	5.0 %
h Estimated investment return on current value of assets for year ending on the valuation date	6h	10.4 %
i Expense load included in normal cost reported in line 9b	6i	☐ N/A
(1) If expense load is described as a percentage of normal cost, enter the assumed percentage	6i(1)	%
(2) If expense load is a dollar amount that varies from year to year, enter the dollar amount included in line 9b.....	6i(2)	1,452,785
(3) If neither (1) nor (2) describes the expense load, check the box	6i(3)	☐

7 New amortization bases established in the current plan year:

(1) Type of base	(2) Initial balance	(3) Amortization Charge/Credit
1	9,158,431	914,577
3	11,382	11,382

8 Miscellaneous information:

a If a waiver of a funding deficiency has been approved for this plan year, enter the date (MM/DD/YYYY) of the ruling letter granting the approval..... **8a**

b Demographic, benefit, and contribution information

(1) Is the plan required to provide a projection of expected benefit payments? (See instructions) If "Yes," see instructions for required attachment. ☒ Yes ☐ No

(2) Is the plan required to provide a Schedule of Active Participant Data? (See instructions). ☒ Yes ☐ No

(3) Is the plan required to provide a projection of employer contributions and withdrawal liability payments? (See instructions) If "Yes," attach a schedule. ☒ Yes ☐ No

c Are any of the plan's amortization bases operating under an extension of time under section 412(e) (as in effect prior to 2008) or section 431(d) of the Code? ☐ Yes ☒ No

d If line c is "Yes," provide the following additional information:

(1) Was an extension granted automatic approval under section 431(d)(1) of the Code?.....	☐ Yes ☐ No
(2) If line 8d(1) is "Yes," enter the number of years by which the amortization period was extended..	8d(2)
(3) Was an extension approved by the Internal Revenue Service under section 412(e) (as in effect prior to 2008) or 431(d)(2) of the Code?	☐ Yes ☐ No
(4) If line 8d(3) is "Yes," enter number of years by which the amortization period was extended (not including the number of years in line (2)).....	8d(4)
(5) If line 8d(3) is "Yes," enter the date of the ruling letter approving the extension	8d(5)
(6) If line 8d(3) is "Yes," is the amortization base eligible for amortization using interest rates applicable under section 6621(b) of the Code for years beginning after 2007?	☐ Yes ☐ No

e If box 5h is checked or the plan received an amortization extension for this plan year under Code section 431(d), enter the difference between the amount necessary to satisfy the plan's minimum funding standard for this plan year and the amount that would have been necessary without using the shortfall method or extending the amortization period(s).	8e	
--	-----------	--

9 Funding standard account statement for this plan year:		
Charges to funding standard account:		
a Prior year funding deficiency, if any.....	9a	0
b Employer's normal cost for plan year as of valuation date.....	9b	14,128,807

c Amortization charges as of valuation date:		Outstanding balance	
(1) All bases except funding waivers and certain bases for which the amortization period has been extended.....	9c(1)	241,863,712	35,500,898
(2) Funding waivers.....	9c(2)		
(3) Certain bases for which the amortization period has been extended.....	9c(3)		

d Interest as applicable on lines 9a, 9b, and 9c	9d	3,225,931
e Total charges. Add lines 9a through 9d.....	9e	52,855,636

Credits to funding standard account:		
f Prior year credit balance, if any.....	9f	58,233,315
g Employer contributions. Total from column (b) of line 3.....	9g	40,207,656

		Outstanding balance	
h Amortization credits as of valuation date.....	9h	95,317,337	15,630,766

i Interest as applicable to end of plan year on lines 9f, 9g, and 9h	9i	5,925,527
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j Full funding limitation (FFL) and credits:			
(1) ERISA FFL (accrued liability FFL).....	9j(1)	171,008,744	
(2) "RPA '94" override (90% current liability FFL).....	9j(2)	355,460,366	
(3) FFL credit.....	9j(3)		0

k (1) Waived funding deficiency.....	9k(1)	0
(2) Other credits.....	9k(2)	0

l Total credits. Add lines 9f through 9i, 9j(3), 9k(1), and 9k(2)	9l	119,997,264
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m Credit balance: If line 9l is greater than line 9e, enter the difference	9m	67,141,628
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n Funding deficiency: If line 9e is greater than line 9l, enter the difference	9n	
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o Current year's accumulated reconciliation account:		
(1) Due to waived funding deficiency accumulated prior to the current plan year.....	9o(1)	0
(2) Due to amortization bases extended and amortized using the interest rate under section 6621(b) of the Code:		
(a) Reconciliation outstanding balance as of valuation date.....	9o(2)(a)	
(b) Reconciliation amount (line 9c(3) balance minus line 9o(2)(a)).....	9o(2)(b)	0
(3) Total as of valuation date.....	9o(3)	0

10 Contribution necessary to avoid an accumulated funding deficiency. (see instructions.).....	10	
---	-----------	--

11 Has a change been made in the actuarial assumptions for the current plan year? If "Yes," see instructions	☒ Yes ☐ No
---	--

Schedule of Projection of Expected Benefit Payments

PLAN YEAR BEGINNING JULY 1,	ACTIVE*	TERMINATED VESTED	IN PAY	Total	PLAN YEAR BEGINNING JULY 1,	ACTIVE*	TERMINATED VESTED	IN PAY	Total
2024	\$ 483,699	\$ 1,106,351	\$ 52,935,660	\$ 54,525,711	2049	\$ 11,112,585	\$ 11,911,352	\$ 10,926,296	\$ 33,950,234
2025	2,189,770	1,334,320	51,530,099	55,054,190	2050	11,059,464	11,784,667	9,667,128	32,511,260
2026	3,042,658	1,647,731	50,120,665	54,811,055	2051	10,937,269	11,576,899	8,508,092	31,022,260
2027	3,855,428	1,962,015	48,636,090	54,453,533	2052	10,859,513	11,339,442	7,448,477	29,647,431
2028	4,660,355	2,164,538	47,136,744	53,961,637	2053	10,659,801	11,053,308	6,485,811	28,198,920
2029	5,391,526	2,322,235	45,634,144	53,347,904	2054	10,461,115	10,754,028	5,616,666	26,831,809
2030	5,981,425	2,804,175	44,072,439	52,858,040	2055	10,212,794	10,422,640	4,836,770	25,472,204
2031	6,558,593	3,254,885	42,455,825	52,269,302	2056	10,036,585	10,030,062	4,141,209	24,207,855
2032	7,092,836	3,860,254	40,785,150	51,738,241	2057	9,769,876	9,647,132	3,524,603	22,941,611
2033	7,570,185	4,479,632	39,062,456	51,112,274	2058	9,467,705	9,226,228	2,981,266	21,675,199
2034	8,015,809	5,099,439	37,291,066	50,406,314	2059	9,159,420	8,796,698	2,505,529	20,461,646
2035	8,419,544	5,537,364	35,475,643	49,432,551	2060	8,845,625	8,338,550	2,091,817	19,275,992
2036	8,750,286	6,170,012	33,622,325	48,542,623	2061	8,474,895	7,872,710	1,734,457	18,082,062
2037	9,050,751	7,254,626	31,744,159	48,049,536	2062	8,103,290	7,398,229	1,428,027	16,929,546
2038	9,366,506	7,702,194	29,839,551	46,908,252	2063	7,720,009	6,919,807	1,163,531	15,803,348
2039	9,706,308	8,363,480	27,924,560	45,994,348	2064	7,319,429	6,438,960	943,953	14,702,341
2040	9,986,245	8,985,487	26,011,024	44,982,756	2065	6,904,802	5,959,842	760,022	13,624,665
2041	10,231,366	9,710,729	24,111,767	44,053,862	2066	6,489,364	5,484,885	607,525	12,581,774
2042	10,467,232	10,338,618	22,240,164	43,046,015	2067	6,077,364	5,017,397	481,569	11,576,330
2043	10,730,215	11,031,169	20,409,610	42,170,994	2068	5,670,918	4,560,702	378,960	10,610,580
2044	10,934,378	11,243,033	18,633,081	40,810,492	2069	5,272,097	4,118,041	296,237	9,686,374
2045	11,007,272	11,650,903	16,922,627	39,580,801	2070	4,882,855	3,692,536	229,731	8,805,122
2046	11,094,340	11,874,920	15,288,928	38,258,188	2071	4,504,691	3,287,017	176,801	7,968,509
2047	11,087,236	12,023,034	13,740,805	36,851,076	2072	4,139,205	2,904,015	134,977	7,178,197
2048	11,098,528	12,012,055	12,285,043	35,395,626	2073	3,788,026	2,545,719	102,223	6,435,968

* Projected benefit payments based on benefits earned as of the valuation date.

Schedule MB, line 8b(3) - Schedule of Projection of Employer Contributions and Withdrawal Liability Payments			
Plan Year	Employer Contributions	Withdrawal Liability Payments	Total
2024	31,332,000	0	31,332,000
2025	31,332,000	0	31,332,000
2026	31,332,000	0	31,332,000
2027	31,332,000	0	31,332,000
2028	31,332,000	0	31,332,000
2029	31,332,000	0	31,332,000
2030	31,332,000	0	31,332,000
2031	31,332,000	0	31,332,000
2032	31,332,000	0	31,332,000
2033	31,332,000	0	31,332,000

B. Summary of Present Plan (July 1, 2024)

Plan Changes since the Last Valuation

Amendment 9 amended the plan language to allow a shore-up for in-pay SIP benefits during the 2024/25 plan year.

Amendment 10 amended the plan language to change the accrual rate starting July 1, 2024 to 1.3% of contributions.

Effective Date

Original Plan – July 1, 1962

Latest Restatement – August 9, 2016, as amended through Amendment 10

Rehabilitation Plan – adopted in February 2021

Rehabilitation Plan

The Rehabilitation Plan contains the following two Schedules:

- Default Schedule
- Preferred Schedule

Eligibility and Participation

The Plan covers employees whose employers are required to contribute on their behalf under a collective bargaining agreement with the Alaska State District Council of Laborers, or Laborers' Locals 341 and 942.

An employee may also participate if their employer contributes on the employee's behalf under a special agreement with the Trustees.

Credited Service

- a. **Credited Past Service:** Credited Past Service is the number of completed years of continuous service rendered by a participant immediately prior to July 1, 1962, but no earlier than July 1, 1947.
- b. **Credited Future Service:** Credited Future Service is earned based on the number of hours in covered employment. A year of Credited Future Service is earned for a plan year after July 1, 1962 in which the employee works 250 covered hours.
- c. **Special Credited Service:** Special Credited Service may be earned by Participants who have continuous service with the same employer for the plan years immediately preceding the date that employer first begins contributing to the Fund. Special Credited Service is limited to four years, is used to determine vesting only, and may be provided under (a) or (b) below.
 - (a) Participants must work at least 250 hours in a plan year in work that would be covered under a collective bargaining agreement with either Locals 942 or 341 of the Laborers International Union of North America to receive one year's credit.
 - (b) Effective July 1, 1999, the Trustees may grant Special Credited Service to all members of a unit of an employer who contributed to the Alaska Laborers Defined Contribution Retirement Plan.

To receive Special Credited Service, a Participant must earn one year of Credited Future Service in either the plan year in which their employer first begins contributing to the Plan, or the subsequent plan year.

Years of Service

Years of Service are used to determine if an employee is vested. A year of service is earned for each plan year in which the employee completes 250 hours of service. Hours of service include both covered hours and uncovered hours. Unearned hours are generally earned for continuous employment of a Participant with the same employer in a position not covered by the collective bargaining agreement.

Break In Service

A break in service means any plan year in which a Participant completes less than 250 Hours of Service. Plan years in which a participant does not complete 250 Hours of Service due to U.S. military service, disability, approved leave of absence, or employment under the jurisdiction of a collective bargaining agreement not covered by the Fund shall not be counted as a Break in Service.

Vesting

A Participant becomes vested if the Participant:

- (a) earns 10 Years of Service, of which one year was Credited Future Service;
- (b) earns 5 Years of Service, of which at least one year was Credited Future Service in the case of a Participant not covered by a Collective Bargaining Agreement or of someone who worked at least one hour of covered employment as a Participant on or after July 1, 1997; or
- (c) meets the requirement for a Normal Retirement Date.

Amount of Accrued Benefits

- a. Past Service Benefit – For each year of Credited Past Service earned (maximum of 15 years), a Participant will earn a yearly Past Service Benefit of \$35.00 for retirements before July 1, 1989, \$36.75 for retirements between June 30, 1989 and July 1, 1990, and \$37.85 for retirements on or after June 30, 1990.
- b. Future Service Benefit – For each year of Credited Future Service earned, a Participant will accrue benefits according to the following schedules:

7/1/1962 to 6/30/1974	\$.04326 per Hour of Employment
7/1/1974 to 6/30/2000	3.35% of Contributions
7/1/2000 to 6/30/2003	2.50% of Contributions
7/1/2003 to 8/31/2006	2.00% of Contributions
9/1/2006 to 6/30/2011	1.50% of Contributions
7/1/2011 to 6/30/2016	1.20% of Contributions
7/1/2016 to 6/30/2021	
For Participants under Preferred or Contribution Only Schedule of the FIP	1.20% of Contributions
For Participants under the Default Schedule of the FIP	0.10% of Contributions
7/1/2021 to 6/30/2024	
For Participants under Preferred Schedule of the Rehabilitation Plan	1.20% of Contributions

For Participants under the Default Schedule of the Rehabilitation Plan 0.63% of Contributions

After 7/1/2024

For Participants under Preferred Schedule of the Rehabilitation Plan 1.30% of Contributions

For Participants under the Default Schedule of the Rehabilitation Plan 0.63% of Contributions

Participants must work at least 250 covered hours in a plan year to earn benefits. Accruing contributions must be allocated to pension benefits, and do not include supplemental contributions.

c. Retiree Benefit Adjustments

(i) Extra benefits. A 13th check was paid to all retirees and beneficiaries as follows:

Date	13 th Check Amount
11/1/1986	Amount of regular benefit
12/1/1987	Amount of regular benefit
12/1/1989	Amount of regular benefit
12/1/1990	Amount of regular benefit
12/1/1991	Amount of regular benefit
12/1/1992	Amount of regular benefit
12/1/1993	Amount of regular benefit
12/1/1994	Amount of regular benefit
12/1/1996	Amount of regular benefit
1/1/1998	125% of amount of regular benefit
1/1/1999	\$160 x Years of Service
7/1/2000	Amount of regular benefit

- (ii) Increases in benefits. Monthly benefits were increased on the following dates for all retirees and beneficiaries:

Date	Increase
9/1/1980	9%
7/1/1983	10%
7/1/1985	10% increase of 7/1/1983 extended to retirees who retired up to 7/1/1985 and benefits earned from 7/1/79 to 6/30/1984 recalculated at 2.6% of contributions.
1/1/1988	Benefits increased by \$100 per month for participants who qualify under this Plan alone. For others, benefits recalculated at 2.6% of contributions to 7/1/1987 and 2.5% of contributions after 7/1/1987.
7/1/1989	5%
7/1/1990	3%
5/1/1993	3% plus \$2
2/1/1996	5%
2/1/1999	5%

- (iii) Shore-up payments for Sustainable Income Plan (SIP) benefits. SIP shore-up payments were made for the following plan years.

Plan Year
2023/24
2024/25

Retirement Benefits

a. Normal Retirement Pension

- (i) Age requirement: 57 for accruals through June 30, 2011; 65 for accruals after June 30, 2011.
- (ii) Service requirement: 5 Years of Service, or active on the fifth anniversary of participation, or completion of 6,000 covered hours of employment if the Participant's Participation Date is on or before June 30, 1979.
- (iii) Pension amount: The monthly benefit amount is equal to the Participant's accrued benefit.

b. Reduced Early Retirement Pension

- (i) Age requirement: 50
- (ii) Service requirement: 5 years of Credited Service
- (iii) Pension amount:

Recency Test

To pass the recency test, a participant must work at least 3,500 hours of employment in the five plan years ending with the plan year ending with or immediately preceding the plan year in which early retirement benefits commence.

Preferred Schedule under the Rehabilitation Plan *and* passes recency test *and* worked at least 250 hours after June 30, 2022

The early retirement reduction depends on the number of hours of covered employment, and follows the table below:

Age	For Benefits Earned Prior to July 1, 2011 <i>Hours of Covered Employment</i>		For Benefits Earned After June 30, 2011 <i>Hours of Covered Employment</i>		
	<30k	>=30k	<20k	20k-30k	>=30k
50	57%	86%	27%	55%	86%
51	62	88	29	60	88
52	66	90	32	65	90
53	72	92	35	70	92
54	78	94	39	75	94
55	86	96	42	80	96
56	93	98	46	85	98
57	100	100	50	90	100
58	100	100	53	92	100
59	100	100	57	94	100
60	100	100	63	96	100
61	100	100	69	98	100
62	100	100	75	100	100
63	100	100	83	100	100
64	100	100	92	100	100
65	100	100	100	100	100

Default Schedule under the Rehabilitation Plan or doesn't pass recency test or hasn't work at least 250 hours after June 30, 2021

The early retirement reduction depends on the number of hours of covered employment, and follows the table below:

Age	For Benefits Earned Prior to July 1, 2011	For Benefits Earned After June 30, 2011
50	57%	27%
51	62	29
52	66	32
53	72	35
54	78	39
55	86	42
56	93	46
57	100	50
58	100	53
59	100	57
60	100	63
61	100	69
62	100	75
63	100	83
64	100	92
65	100	100

c. Disability Pension

- (i) Age requirement: None.
- (ii) Service requirement: Must earn at least 1 hour of Credited Service and have either
 - (a) completed 10 years of Credited Service (including at least one year of Credited Future Service), or
 - (b) remained totally and permanently disabled from the date of the original disability through the 10th anniversary of his or her Participation Date and have either
 - 1. 5 years of Credited Future Service, or
 - 2. completed 6,000 Covered Hours of Employment, if the Participant's Participation Date occurred on or before June 30, 1979.
- (iii) Pension amount: Accrued benefit, reduced 2% for each year from age Normal Retirement Date to age 50, and 2.5% for each year (prorated to the nearest month) before age 50 that the disability retirement date precedes age 50, (prorated to the nearest month). Upon reaching the normal retirement, the monthly benefit amount increases to the accrued benefit.
- (iv) Disability Retirement Date: First day of any month coinciding with or immediately following the later of the date that his or her total and permanent disability is established or the date that he or she meets the requirements for a Disability Retirement Date as provided above.

Death Benefits

Pre-retirement Death Benefit

- (i) Age requirement: None
- (ii) Service requirement: Vested

(iii) Pension Amount

A surviving spouse has the choice of 1. and 2. below:

1. A life annuity equal to the amount the spouse would have received if the Participant had terminated on his date of death, retired on the earliest possible date thereafter, and elected the 100% spouse option.
2. An annuity for 60 months equal to the Participant's accrued benefit on his date of death.

If a Participant has no surviving spouse, his beneficiary will receive option 2. above.

Forms of Payment

- a. Five-Year Certain and Life thereafter (normal form)
- b. 50% Joint and Survivor Option (reduced)
- c. 100% Joint and Survivor Option (reduced)

Variable Annuity Formula Features

Benefits earned for hours worked on or after July 1, 2021 are earned under a variable annuity formula (also referred to as the Sustainable Income Plan or SIP formula). The features of the variable annuity benefit structure are summarized below:

- **Hurdle Rate**

The hurdle rate is 5.0%. Under the variable annuity plan design the hurdle rate is used to determine the change in the unit price each year.

- **Benefit Accruals / Units**

Each year that a participant works at least 250 hours in covered employment, he or she earns pension units for a plan year equal to a percentage of the contributions required to be made on the participant's behalf, divided by the current unit price. Those percentages depend on the schedule of the Rehabilitation Plan:

Preferred Schedule: 1.20% through June 30, 2024 and 1.30% on and after July 1, 2024.

Default Schedule: 0.63%

- **Unit Price**

The unit price is \$9.3626 as of June 30, 2024, increasing to \$9.8438 as of June 30, 2025. The unit price is adjusted by a factor of $(1 + \text{investment return}) / (1 + \text{hurdle rate})$ each year. For this purpose, the investment return is based on the Plan's investment return for the plan year preceding the prior plan year. The increase to the unit price in any given year is capped at 8.0%. Returns above 13.4% (the investment return that produces an 8.0% increase to the unit price) are used to build a "stabilization reserve".

- **Accrued Benefit**

A participant's accrued benefit is equal to his total number of units multiplied by the current unit price. A participant's total number of units is adjusted at retirement for timing and form of benefit.

ALASKA LABORERS-EMPLOYERS RETIREMENT FUND

EIN 91-6028298 PN 001 FYE 6/30/2025

Schedule H, line 4i - Schedule of Assets Held (End of Year) - included in the Accountant's audit report attachment.

A. Withdrawal Liability Amounts

Withdrawal Liability Payments Contributed

Payment Date	Periodic Amount	Lump Sum Amount	Total Amount
9/15/2024	\$54,393	\$0	\$54,393
12/15/2024	\$54,393	\$0	\$54,393
2/15/2025	\$0	\$491,214	\$491,214

F. Charges and Credits for Funding Standard Account

The amortization charges and credits for the Funding Standard Account for the plan year beginning July 1, 2024 are determined below.

1. Charges as of July 1, 2024

Date Established	Type of Base	Original Amount	Original Amortization Period	Amortization Period as of 7/1/2024	Outstanding Balance as of 7/1/2024	Annual Payment
07/01/1995	Plan Amendment*	\$ 14,649,245	30	1	\$ 1,500,266	\$ 1,500,266
07/01/1997	Plan Amendment*	19,001,306	30	3	4,906,003	1,739,330
07/01/1999	Plan Amendment*	6,678,996	30	5	2,536,295	573,070
07/01/2000	Change in Actuarial Assumptions*	11,279,765	30	6	4,877,607	946,064
07/01/2002	Plan Amendment*	10,136,113	30	8	5,329,229	821,839
07/01/2006	Change in Actuarial Assumptions*	5,660,626	30	12	3,827,188	440,461
07/01/2009	PRA 2010 Base	48,405,848	29	14	34,195,017	3,562,077
07/01/2010	PRA 2010 Base	4,321,180	28	14	3,087,937	321,668
07/01/2011	PRA 2010 Base	4,395,282	27	14	3,180,303	331,290
07/01/2012	PRA 2010 Base	16,924,874	26	14	12,413,010	1,293,056
07/01/2012	Experience Loss*	26,656,779	15	3	9,475,045	3,359,198
07/01/2013	PRA 2010 Base	22,005,667	25	14	16,377,827	1,706,070
07/01/2014	PRA 2010 Base	22,414,495	24	14	16,950,086	1,765,682
07/01/2014	Change in Actuarial Assumptions	11,159,852	15	5	4,970,690	1,123,116
07/01/2015	Experience Loss	12,425,949	15	6	6,435,827	1,248,299
07/01/2016	Experience Loss	29,316,053	15	7	17,172,209	2,939,936
07/01/2016	Change in Actuarial Assumptions	117,789	15	7	68,997	11,812
07/01/2017	Experience Loss	14,670,604	15	8	9,524,066	1,468,739
07/01/2017	Change in Actuarial Assumptions	13,430,238	15	8	8,718,829	1,344,560
07/01/2018	Experience Loss	12,863,855	15	9	9,121,404	1,286,743
07/01/2018	Change in Actuarial Assumptions	1,006,320	15	9	713,553	100,660
07/01/2019	Experience Loss	12,101,741	15	10	9,259,994	1,209,491
07/01/2020	Experience Loss	15,572,123	15	11	12,734,119	1,555,060
07/01/2020	Change in Actuarial Assumptions	8,877,766	15	11	7,259,804	886,549
07/01/2021	Change in Actuarial Assumptions	6,574,782	15	12	5,704,960	656,569
07/01/2022	Change in Actuarial Assumptions	1,770,399	15	13	1,619,219	176,795
07/01/2022	Experience Loss	10,167,521	15	13	9,299,280	1,015,347
07/01/2023	Experience Loss	11,928,408	15	14	11,435,135	1,191,192
07/01/2024	Experience Loss	9,158,431	15	15	9,158,431	914,577
07/01/2024	SIP Shore Up	11,382	1	1	11,382	11,382
					<u>\$ 241,863,712</u>	<u>\$ 35,500,898</u>

2. Credits as of July 1, 2024

Date Established	Type of Base	Original Amount	Original Amortization Period	Amortization Period as of 7/1/2024	Outstanding Balance as of 7/1/2024	Annual Payment
07/01/2013	Experience Gain	\$ 16,708,197	15	4	\$ 6,146,185	\$ 1,684,591
07/01/2013	Change in Actuarial Assumptions	816,141	15	4	300,222	82,286
07/01/2014	Experience Gain	13,610,433	15	5	6,062,193	1,369,740
07/01/2014	Plan Change	5,158,307	15	5	2,297,549	519,127
07/01/2019	Change in Actuarial Assumptions	9,527,675	15	10	7,290,373	952,230
07/01/2021	Plan Change	16,213,845	15	12	14,068,805	1,619,143
07/01/2021	Experience Gain	14,744,486	15	12	12,793,839	1,472,410
07/01/2021	Method Change	60,657,818	10	7	46,277,209	7,922,805
07/01/2023	Assumption Change	84,455	15	14	80,962	8,434
					<u>\$ 95,317,337</u>	<u>\$ 15,630,766</u>

G. Assumption and Method Changes for the July 1, 2024 Valuation

- The mortality assumption for calculating Current Liability was updated as required by law. The interest rate for calculating Current Liability was also updated to be within the IRS prescribed corridor, namely 3.17%.