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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
WINDSTREAM PENSION PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 06/21/2006

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)
UNITI SERVICES LLC

2101 RIVERFRONT DR
LITTLE ROCK, AR 72202

2b Employer Identification Number (EIN) 85-2049794

2c Plan Sponsor's telephone number 501-748-7000

2d Business code (see instructions) 517000

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/07/2026	EMILY ERKEL
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

UNITI BENEFITS COMMITTEE

2101 RIVERFRONT DR
LITTLE ROCK, AR 72202

3b Administrator's EIN: 85-2049794

3c Administrator's telephone number: 501-748-7000

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: WINDSTREAM SERVICES, LLC

c Plan Name: WINDSTREAM PENSION PLAN

4b EIN: 85-2049794

4d PN: 001

5	Total number of participants at the beginning of the plan year	**5**	4448
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	1298
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1160
b	Retired or separated participants receiving benefits	**6b**	2160
c	Other retired or separated participants entitled to future benefits	**6c**	821
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	4141
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	220
f	Total. Add lines **6d** and **6e**.	**6f**	4361
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

1A

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic 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

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

a Pension Schedules

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

b General Schedules

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

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

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

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

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

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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
WINDSTREAM PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
UNITI SERVICES LLC

D Employer Identification Number (EIN)
85-2049794

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	434966153
b Actuarial value	**2b**	446788055

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	2337	397932810	397932810
b For terminated vested participants	877	37749754	37749754
c For active participants	1298	113848738	121679979
d Total	4512	549531302	557362543

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.34 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	3460527
b Expected plan-related expenses	**6b**	5060000
c Target normal cost	**6c**	8520527

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

09/29/2026
Date

NEIL PARIKH
Type or print name of actuary

26-08466
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

214-530-4200
Telephone number (including area code)

PO BOX 674401
HOUSTON, TX 77267
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	14581087
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	14581087
10	Interest on line 9 using prior year's actual return of -0.43 %	0	-62699
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		45823138
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.07 %		2323233
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		48146371
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	14518388
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	80.16 %
15	Adjusted funding target attainment percentage	15	80.16 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	76.03 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
04/15/2025	4522483	0			
07/15/2025	4522483	0			
10/15/2025	4522483	0			
01/15/2026	4522483	0			
06/02/2026	4361392	0			
09/15/2026	2865560	0			
			Totals ► 18(b)	25316884	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date.	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	24150857

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

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

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

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	8520527
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	110574488	11579395
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	20099922

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement			0

36 Additional cash requirement (line 34 minus line 35)	**36**	20099922
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	24150857

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

a Total (excess, if any, of line 37 over line 36)	**38a**	4050935
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
WINDSTREAM PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
UNITI SERVICES LLC

D Employer Identification Number (EIN)
85-2049794

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

(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

(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

(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

(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)

GOLDMAN SACHS

13-3575636

(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 56	N/A	699336	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

MORGAN LEWIS AND BOCKIUS LLP

23-0891050

(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	N/A	281293	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

MERRILL LYNCH RETIREMENT GROUP

22-3513863

(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?
15	N/A	263191	Yes [ ] No [X]	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

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?
13 50	N/A	239938	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

ALLSPRING GLOBAL INVESTMENTS

86-3510848

(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?
27 51 68	N/A	188434	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WILLIS TOWERS WATSON

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	N/A	184079	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)

JPMORGAN CHASE BANK, N.A.

13-4994650

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 28 62 51 72	N/A	127330	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

CALLAN LLC

94-2192581

(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?
31	N/A	107939	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

THOMPSON HINE

34-0575300

(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	N/A	98993	Yes [ ] No [X]	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)

GALLAGHER FIDUCIARY ADVISORS

36-4291971

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	N/A	95069	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

BLACKROCK INSTITUTIONAL TRUST CO

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 24 28 50 51	N/A	80138	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

WINDSTREAM SERVICES LLC

85-2049794

(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?
35	EMPLOYEES OF PLAN SPONSO	69531	Yes [ ] No [X]	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)

NINETY ONE EMERGING MARKETS

27-3203031

(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	N/A	50031	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

ACADIAN ASSET MANAGEMENT

04-2929221

(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	N/A	39067	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

HOGAN TAYLOR LLP

73-1413977

(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	N/A	33100	Yes [ ] No [X]	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)

STATE STREET GLOBAL ADVISOR TRUST

81-4017137

(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?
51 18 19	N/A	17174	Yes [X] No [ ]	Yes [X] No [ ]	56	Yes [ ] No [X]

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

PRUDENTIAL TRUST CO

23-6994310

(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 62	N/A	8633	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

CORPORATION SERVICE COMPANY

51-0009810

(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	N/A	6803	Yes [ ] No [X]	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
JPMORGAN CHASE BANK, N.A.	72	0

(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.
J.P. MORGAN INVESTMENT MGMT 245 PARK AVENUE NEW YORK, NY 10167	REVENUE SHARE ON MUTUAL FUNDS

(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

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
WINDSTREAM PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
UNITI SERVICES LLC

D Employer Identification Number (EIN)
85-2049794

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: GS CT INTERMEDIATE DURATION CREDIT

b Name of sponsor of entity listed in (a): GOLDMAN SACHS TRUST COMPANY, N.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)
13-4166989-034	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: ALLSPRING EMERGING MARKETS EQ CIT

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

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)
83-6759450-001	C	24592329

a Name of MTIA, CCT, PSA, or 103-12 IE: ACADIAN NON-US-ALL CAP EQUITY FUND

b Name of sponsor of entity listed in (a): ACADIAN ASSET MANAGEMENT LLC

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)
04-2929221-016	E	8175568

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET RUSSELL 1000(R) INDEX

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

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)
90-0337987-160	C	93507436

a Name of MTIA, CCT, PSA, or 103-12 IE: PRUDENTIAL US LONG DURATION HQ BOND

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

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)
23-6994310-160	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: MFS INTERNATIONAL EQUITY FUND

b Name of sponsor of entity listed in (a): MFS HERITAGE TRUST COMPANY

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)
57-1187281-013	C	32612803

a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 2000 ALPHA TILTS FUND

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.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)
94-3123057-001	C	12793657

a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIF II CORE HIGH YIELD BOND II

b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY, N.A.

c EIN-PN 04-6913417-142	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 16994515

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)

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)

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)

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)

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

a Plan name

b Name of plan sponsor | **c** EIN-PN

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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
WINDSTREAM PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
UNITI SERVICES LLC

D Employer Identification Number (EIN)
85-2049794

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	15248176	20720201
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	21000000	11749435
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	311348	3778649
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	43353987	28630597
(2) U.S. Government securities	1c(2)	42781236	91927822
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	756	756
(5) Partnership/joint venture interests	1c(5)	62998249	78190193
(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)	167161395	180500740
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)	7080102	8175568
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	0	39827151
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	1972126	4885994

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)	76000000	0
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	437907375	468387106
Liabilities			
1g Benefit claims payable	1g	650593	617524
1h Operating payables	1h	4653800	2032780
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	5304393	2650304
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	432602982	465736802

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)	25316884	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		25316884
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	1880894	
(B) U.S. Government securities	2b(1)(B)	719292	
(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)	671589	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		3271775
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	921	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	951501	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		952422
(3) Rents	2b(3)		3340438
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	167819075	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	147524496	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		20294579
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	1350969	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		1350969

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		31919291
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		2384534
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		275651
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		89106543
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	49716123	
(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)		49716123
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)	69531	
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	503128	
(4) IQPA audit fees	2i(4)	33100	
(5) Investment advisory and investment management fees	2i(5)	1277188	
(6) Bank or trust company trustee/custodial fees	2i(6)	127330	
(7) Actuarial fees	2i(7)	184079	
(8) Legal fees	2i(8)	380286	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	3681958	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		6256600
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		55972723
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		33133820
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) [X] 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) [X] 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: HOGANTAYLOR LLP **(2)** EIN: 73-1413977

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.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] 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.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 546477.

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

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
WINDSTREAM PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
UNITI SERVICES LLC

D Employer Identification Number (EIN)
85-2049794

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): 13-3795042

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** 51

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

If the plan is a defined benefit plan, go to line 8.

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

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

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

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

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

Part III Amendments

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
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**	
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**	

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
Public Equity: 47.0 % Private Equity: 7.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 25.0 %
High-Yield Debt: 8.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 5.0 % Other: 8.0 %

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

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

WINDSTREAM PENSION PLAN

FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES
WITH INDEPENDENT AUDITOR'S REPORT

As of December 31, 2025 and 2024,
and year ended December 31, 2025

WINDSTREAM PENSION PLAN
INDEX TO FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES

	Page
Independent Auditor's Report	1
Financial Statements:	
Statements of Net Assets Available for Benefits as of December 31, 2025 and 2024	4
Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2025	5
Statements of Accumulated Plan Benefits as of December 31, 2025 and 2024	6
Statement of Changes in Accumulated Plan Benefits for the year ended December 31, 2025	7
Notes to Financial Statements	8 - 20
Supplemental Schedules:	
Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025	21 - 23
Schedule H, Line 4j - Schedule of Reportable Transactions for the year ended December 31, 2025	24 - 25

INDEPENDENT AUDITOR'S REPORT

To the Participants and Uniti Benefits Committee
Windstream Pension Plan

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

We have performed audits of the financial statements of Windstream Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, the related statement of changes in net assets available for benefits for the year ended December 31, 2025, the statements of accumulated plan benefits as of December 31, 2025 and 2024, the related statement of changes in accumulated plan benefits for the year ended December 31, 2025, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution, as of December 31, 2025 and 2024, and for the year ended December 31, 2025, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be

independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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.

Other Matter – Supplemental Information Required by ERISA

The supplemental information, schedule of assets (held at end of year) and schedule of reportable transactions, as of or for the year ended December 31, 2025, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL'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 supplemental information, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental information that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental information, we evaluated whether the supplemental information, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental information, other than the information in the supplemental information that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

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

Hogan Taylor LLP

Little Rock, Arkansas
October 6, 2026

WINDSTREAM PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
As of December 31,

	2025	2024
ASSETS:		
Cash (non-interest bearing)	$ 20,720,201	$ 15,248,176
Investments, at fair value (Note 4):		
Money market fund and interest bearing cash	28,630,597	43,353,987
Collective and other trust funds	180,500,740	167,161,395
Government and agency securities	91,927,822	42,781,236
Mutual fund	39,827,151	—
Pooled funds	45,817,512	26,203,178
Private equity funds	40,548,249	43,875,173
Real estate LLCs	—	76,000,000
Derivative financial instruments - assets	40,293	101,161
Foreign currencies and other	4,846,457	1,871,721
Total investments	432,138,821	401,347,851
Receivables:		
Employer contributions	11,749,435	21,000,000
Accrued investment income	726,196	183,063
Due from broker	3,000,000	121,418
Other	52,453	6,867
Total receivables	15,528,084	21,311,348
Total assets	468,387,106	437,907,375
LIABILITIES:		
Due to broker	—	96,152
Administrative expenses payable	515,816	600,497
Derivative financial instruments - liabilities	1,516,964	3,957,151
Total liabilities	2,032,780	4,653,800
NET ASSETS AVAILABLE FOR BENEFITS	$ 466,354,326	$ 433,253,575

The accompanying notes are an integral part of these financial statements.

WINDSTREAM PENSION PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
For the year ended December 31, 2025

CHANGES TO NET ASSETS:	
Investment income:	
Interest and dividend income	$ 4,224,197
Other income	3,340,438
Net appreciation in investments	56,225,024
Net investment income	63,789,659
Employer contributions	25,316,884
Benefits paid to participants	(49,749,192)
Administrative expenses	(6,256,600)
Net increase	33,100,751
NET ASSETS AVAILABLE FOR BENEFITS:	
Beginning of year	433,253,575
End of year	$ 466,354,326

The accompanying notes are an integral part of these financial statements.

WINDSTREAM PENSION PLAN
STATEMENTS OF ACCUMULATED PLAN BENEFITS
As of December 31,

	2025	2024
ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS:		
Vested benefits:		
Participants currently receiving benefits	$ 334,674,854	$ 339,531,520
Other participants	109,775,769	116,419,827
Total vested benefits	444,450,623	455,951,347
Nonvested benefits	6,810,896	8,343,320
TOTAL ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS	$ 451,261,519	$ 464,294,667

The accompanying notes are an integral part of these financial statements.

WINDSTREAM PENSION PLAN
STATEMENT OF CHANGES IN ACCUMULATED PLAN BENEFITS
For the year ended December 31, 2025

ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS,		
Beginning of year	$	464,294,667
INCREASE (DECREASE) DURING THE YEAR ATTRIBUTABLE TO:		
Benefits accumulated		2,823,710
Decrease in the discount period		34,309,863
Actuarial gain		176,331
Change in actuarial assumptions		(593,860)
Benefits paid		(49,749,192)
Net decrease		(13,033,148)
ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS,		
End of year	$	451,261,519

The accompanying notes are an integral part of these financial statements.

1. PLAN AND TRUST DESCRIPTION:

The following brief description of the Windstream Pension Plan (the "Plan"), and the administration thereof, is provided for general information purposes only. Participants should refer to the Plan document or Summary Plan Description for a more complete and comprehensive description of the Plan's provisions.

General

The Plan is a noncontributory qualified defined benefit pension plan. Future benefit accruals are limited to eligible bargaining employees in accordance with their associated collective bargaining agreement. Future benefit accruals for the non-bargaining employees covered by the Plan have ceased. Prior to the closing of participation and the cessation of benefits discussed further below, the Plan covered substantially all employees of Windstream Services, LLC (the "Company") and its subsidiaries with the exception of leased employees.

The Plan is subject to the provisions of the Internal Revenue Code (the "Code") and the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Organizational Structure of Plan Sponsor

Prior to August 1, 2025, Windstream Holdings II, LLC ("Holdings"), a Delaware limited liability company, was a privately held communications company with no publicly registered debt or equity securities. Effective August 1, 2025, Holdings merged with Uniti Group, Inc. ("Uniti") with Uniti surviving the merger as the ultimate parent company of the combined company. Uniti is a publicly-traded digital infrastructure company offering fiber-based broadband communication services to residential and business customers, managed cloud communications and security services for large enterprises and government entities across the United States of America ("U.S.") and tailored wave and transport services to carriers, content providers and large cloud computing and storage service providers in the U.S. and Canada. The Company was a wholly owned subsidiary of Holdings and then Uniti and was the Plan Sponsor. On December 12, 2025, the Company was renamed Uniti Services LLC and remained the Plan Sponsor.

Administration

The Plan was administered by the Windstream Benefits Committee. Subsequent to the merger, the Plan is administered by the Uniti Benefits Committee (the "Administrator" or the "Committee") which is comprised of the following members of management of Uniti: Chief Financial Officer, Chief People and Administrative Officer, and Director of Benefits. Members are appointed by Uniti's Board of Directors. JPMorgan Chase Bank, N.A. ("JPMorgan" or the "Trustee") serves as trustee and holds the assets of the Plan.

Plan Benefits

Prior to the closing of participation for non-bargaining participants under the Plan, an eligible employee was automatically enrolled in the Plan on the first anniversary of employment with the Company, if the employee worked at least 1,000 hours during that 12-month period; or on January 1 following the first calendar year in which the employee worked at least 1,000 hours.

Due to the cessation of benefits discussed above, benefit accruals are no longer made for any participant under the Plan unless otherwise agreed upon in a collective bargaining agreement. The cessation of benefit accruals did not affect the crediting of vesting years of service toward eligibility for early retirement or the deferred vested pension option under the Plan.

1. PLAN AND TRUST DESCRIPTION, Continued:

Employees not compensated on an hourly basis are eligible for benefits under the Plan as follows: (a) benefit percentage times average monthly compensation as of December 31, 1987, or a minimum monthly benefit, plus (b) a percentage of that portion of average monthly compensation as of December 31, 1987, which exceeded monthly "1987 Social Security Covered Compensation," as defined by the Code, times the years of benefit service before January 1, 1988, plus (c) for each year of benefit service earned after December 31, 1987, a percentage of annual compensation plus a percentage of annual compensation which is in excess of the Social Security Taxable Wage Base. Benefit accruals under this formula ceased as indicated above.

Noncollectively bargained hourly employees were enrolled in the Plan on the same basis as employees not compensated on an hourly basis except that accrual calculations were through December 31, 1988, and prospective benefits are after December 31, 1988, based on (c) above. Benefit accruals under this formula also ceased as indicated above.

The benefit formula for former Iowa Telecom bargaining participants provided for an annual retirement benefit equal to 1.35 percent of an average annual compensation for each year of accredited service, which continued to accumulate for certain bargaining participants under the Plan as defined in their collective bargaining agreement. Effective January 1, 2018, the benefit formula for former Iowa Telecom bargaining participants was frozen. The benefit formula for former Iowa Telecom non-bargaining participants has also been frozen.

The benefit formula for former Valor Communications Group, Inc. ("Valor") hourly bargaining participants provided for an annual retirement benefit equal to 1.35 percent of average annual compensation for each year of benefit service, which continues to accumulate for bargaining participants under the Plan as defined in their collective bargaining agreement. In 2014, participation in the formula covering the collective bargaining units continued from Valor was closed. In 2017, 2020 and 2022, the provisions for this group of collectively bargained employees were amended to allow existing participants to make (affirmatively or by default) an irrevocable election to opt-out of active participation under this benefit formula and become eligible to participate in the employer matching portion of the Company's 401(k) plan as of one of the following five opt-out dates (December 31, 2017, December 31, 2020, December 31, 2021, December 31, 2022, or December 31, 2023) or as of the cap date under the thirty-year pension cap option. The cap date was the later of January 1, 2024, or the date the participant will attain 30 years of accredited service for early retirement eligibility purposes. As a result, a person who was both an eligible employee and covered by a collective bargaining agreement on February 28, 2014, continued to earn accruals under this formula until the earlier of (i) termination of employment, (ii) cessation of eligibility, (iii) if elected as of the opt-out date elected, or (iv) later of January 1, 2024, or the date participant attains 30 years of accredited service for early retirement eligibility purposes. No other persons are eligible to participate and earn accruals under the collective bargaining formula after February 28, 2014. The benefit formula for former Valor non-bargaining participants has been frozen.

The benefit formula for collectively bargained employees covered under the National Pension Agreement (other than certain collectively bargained employees in the state of Kentucky) includes an annual percentage accrual rate that increases incrementally, reaching 1.50 percent for benefit service earned in years beginning in 1993. The post-age 55 supplement of 25 percent was phased out at 1 percent per year beginning in 1991 and reached zero in 2015. New participants added since 1990 accrue benefits according to the annual percentage accrual rate only. Participation for the National Pension Agreement formula ("NPA formula") was closed in 2012. In 2016, the provisions for this group of collectively bargained employees were amended to allow existing participants to make a one-time election to either continue participation under the NPA formula or discontinue participation with accruals ceasing as of September 17, 2016. Employees who elected not to participate under the NPA formula became eligible to participate in the employer matching portion of the Company's 401(k) plan. In 2017, the International Brotherhood of Electrical Workers ("IBEW") local unions covered by the NPA formula, ratified an agreement under which participation and accruals ceased on December 31, 2017, for existing participants represented by the IBEW who had at least 30 years of vesting service as of January 1, 2018, or cease upon attainment of 30 years of vesting service if attained after January 1, 2018.

In 2017, the Communications Workers of America ("CWA") local unions covered by the NPA formula ratified an agreement under which participation and accruals ceased on July 8, 2018, for existing participants represented by the CWA who had at least 30 years of vesting service as of July 8, 2018, or cease upon attainment of 30 years of service if attained after July 8, 2018. As a result, a person who was both an eligible employee and covered by a collective bargaining agreement covered by the National Pension Agreement on February 29, 2012, will continue to participate and earn accruals under the NPA formula until the earlier of termination of employment or cessation of eligibility. No other persons are eligible to participate and earn accruals under the NPA formula after February 29, 2012.

1. PLAN AND TRUST DESCRIPTION, Continued:

The pension benefits for the collectively bargaining employees in Nebraska (as continued from a former plan "Aliant Plan formula") were computed based on a fixed monthly amount multiplied by the number of years of credited service. The fixed monthly amounts were assigned based on the employees' job classifications. In 2017, the Nebraska local unions ratified an agreement under which participation and accruals ended as of December 31, 2018, for any existing participants still covered by this formula.

Certain employees covered by collective bargaining agreements in the state of Kentucky transferred employment and became participants in the Plan. These employees were entitled to an annual retirement benefit equal to 1.35 percent of average annual compensation for each year of accredited service ("Verizon Plan formula"). This formula applies to and will be maintained for employees who are covered by a bargaining agreement in the state of Kentucky and who are entitled to this formula. All other active employees covered by a collective bargaining agreement in the state of Kentucky were covered by the NPA formula which provides for an annual retirement benefit equal to 1.50 percent of average annual compensation for each year of benefit service. Participation for the NPA formula was closed in 2012. As a result, a person who was both an eligible employee and covered by a collective bargaining agreement covered by National Pension Agreement on February 29, 2012, will continue to participate and earn accruals under the NPA formula until the earlier of termination of employment or cessation of eligibility. No other persons are eligible to participate and earn accruals under the NPA formula after February 29, 2012.

Pension plans of acquired entities have been merged into the Plan. Benefit formulas for certain of these plans providing for frozen benefits are not discussed above due to the insignificance of these benefit formulas to the Plan's benefit obligations.

The Plan permits early retirement between ages 55 and 65, provided that certain required service levels have been met, generally at reduced benefit levels. Under the Iowa Telecom benefit formula, Valor benefit formula, Aliant Plan formula, Verizon Plan formula, the NPA formula (with some exceptions), and certain other formulas from prior merged plans, early retirement is permitted with 30 years of service or with other minimum age and service combinations.

All eligible employees are vested in the Plan upon completion of five years of service. An employee may elect to receive benefits upon retirement as a life annuity, payable monthly, or may elect one of several optional forms of actuarially determined equivalent payments. If the actuarial equivalent of a participant's vested accrued pension does not exceed $7,000, the benefit will be distributed following the participant's termination of employment as a single lump-sum payment. Before distribution is made, election forms are provided so the participant may elect to receive the lump-sum as either a cash payment or a direct rollover. If the participant makes no election and the payment exceeds $1,000, an automatic direct rollover of the payment will be made to an account opened for the participant with a designated Individual Retirement Plan. If no election is made and the payment is $1,000 or less, the participant will receive a cash payment.

The Plan provides for certain survivor benefits. A surviving spouse of a participant with five or more years of vested service is eligible to receive a pension benefit for life payable either on an immediate or deferred basis depending upon certain factors including the age and number of years of service credit earned by the participant as of the date of their death. Survivor benefits are not payable to a spouse's estate or to other beneficiaries. Pension plans of acquired entities merged into the Plan may provide for different survivor benefits.

Subject to certain restrictions, Plan participants who are covered by a collective bargaining agreement with ten or more years of vested service may be eligible to receive a disability pension benefit if, prior to age 65, the participant becomes totally and permanently disabled. The amount of the monthly disability benefit is equal to the participant's accrued pension benefit at the time of disablement and may be reduced for benefits received from certain governmental plans. The benefit will continue until the participant (1) recovers from the disability, (2) elects early or normal retirement under the Plan, (3) reaches age 65 and becomes eligible for normal retirement or (4) dies. Pension plans of acquired entities merged into the Plan may provide for different or no disability benefits.

Plan Contributions

The Company contributes to the Plan sufficient assets to meet benefits to be paid to Plan participants and to comply with the minimum funding standards of the Code and ERISA, as amended by the Pension Protection Act of 2006 ("PPA"). Company contributions, as calculated by the Plan actuary, are designed to fund on a current basis to the Plan's targeted normal cost and a short fall amortization in accordance with the PPA. Contributions to the Plan take into account expected income on Plan investments.

1. PLAN AND TRUST DESCRIPTION, Continued:

Contributions to the Plan, including amounts receivable as of December 31, 2025, were attributable to the 2025 Plan year. Of the total employer contribution receivable as of December 31, 2025, the Company funded in cash $4,522,483 in January 2026, $4,361,392 in June 2026 and $2,865,560 in September 2026. The Plan was in compliance with applicable Code and ERISA minimum funding standards for the year ended December 31, 2025.

Plan Termination

While it has not expressed any intention to do so, the Plan Sponsor has the right under the Plan to terminate the Plan subject to the provisions set forth in ERISA as follows:

(a) the net assets of the Plan shall be allocated among the participants and beneficiaries of the Plan in the order provided for by ERISA, and

(b) to the extent unfunded vested benefits then exist, such benefits are payable by the Pension Benefit Guaranty Corporation (the "PBGC") to participants, up to specified limitations, as described by ERISA.

Generally, the PBGC guarantees most vested normal retirement age benefits, early retirement benefits and certain disability and survivor's pensions. The PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. The PBGC generally guarantees vested benefits at the level in effect on the date of the plan termination. However, there is a statutory ceiling, which is adjusted periodically, on the maximum amount of an individual's monthly benefit that the PBGC guarantees. Whether all participants receive the benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Plan Sponsor and the level of benefits guaranteed by the PBGC.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Basis of Presentation and Use of Estimates

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

The preparation of financial statements in conformity with U.S. GAAP requires the Administrator to make estimates and assumptions that affect the amount of assets, liabilities, income and expenses, disclosures of certain contingent assets and liabilities, and the actuarial present value of accumulated plan benefits and changes therein at the date of the financial statements reported or disclosed in the financial statements. The estimates and assumptions used in preparing the accompanying financial statements are based upon the Administrator's evaluation of the relevant facts and circumstances as of the date of the financial statements. Actual results may differ from these estimates and assumptions used in preparing the accompanying financial statements and such differences could be material.

Investments

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. See Note 4 for a discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Dividend income is recorded on the ex-dividend date. Income from other investments is recorded as earned on an accrual basis. Cash management fees charged by the Trustee are paid directly from the Plan's assets. Brokerage fees are added to the costs of investments purchased and deducted from the proceeds of investments sold. Gains and losses on sales of investment securities are determined based on the average cost method. Net appreciation includes gains and losses on investments bought and sold as well as held during the year. The Plan presents in the statement of changes in net assets available for benefits the net appreciation in the fair value of its investments, which consists of realized gains or losses and unrealized appreciation (depreciation) of those investments.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, Continued:

The Plan's investments in marketable securities, derivative financial instruments and other investments, in general, are exposed to various risks, including interest rate, credit and overall volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported in the accompanying financial statements.

The Plan utilizes derivative financial instruments in the normal course of its operations to generate a higher income yield and to hedge against adverse changes in interest rates and foreign exchange rates. Leveraging of assets and high-risk derivative strategies are prohibited by the Retirement Investment Committee, the Plan fiduciary. The Retirement Investment Committee does not believe the use of derivative instruments materially increases the credit or market risks of the Plan's investments. Certain investment managers who are permitted to enter into derivative agreements are also authorized to pledge securities of the Plan as collateral and make collateral calls, subject to certain limitations, in accordance with the terms of the respective agreements. The Plan's net collateral position were assets of $293,301 and $2,874,054 as of December 31, 2025 and 2024, respectively. These amounts are included in money market and interest bearing cash within the accompanying statements of net assets available for benefits.

The Plan also has government security futures contracts as of December 31, 2025 and 2024. These investments are solely for the purpose of hedging its existing securities, or securities intended to be purchased, against fluctuations in fair value caused by changes in prevailing market rates. Upon entering into futures contracts, payments, known as "variation margin", are made or received each day, depending upon the previous day's fluctuations in the fair value of the underlying securities. A gain or loss equal to the daily variation margin is recognized.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Plan Expenses

Investment manager fees, trustee fees, PBGC premiums, and certain administration fees related to the Plan's operations are paid from the Plan's assets. These expenses are included as administrative expenses in the statement of changes in net assets available for benefits. All other administrative expenses related to the Plan in 2025 were paid by the Company. Administrative costs paid by the Company are not reflected in the Plan's financial statements.

Actuarial Matters

The actuarial present value of accumulated plan benefits is determined by the Plan's actuary and is the 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 (affected by means of decrements such as death, disability, withdrawal or retirement) between the valuation date and expected date of payment. The actuarial cost method used for Plan funding is the unit credit cost method. Significant assumptions underlying the actuarial computations are as follows:

Mortality basis	For both 2025 and 2024, Pri-2012 mortality tables with generational projection using Scale MP-2021 (separate for annuitants and non-annuitants)
Interest rate	7.75 percent per annum in 2025 and 2024
Retirement	In decrements as follows: 5 percent up to age 55 6 percent at age 56 7 percent for ages 57-58 8 percent at age 59 10 percent for ages 60-61 15 percent at age 62 20 percent at age 63 25 percent at age 64 30 percent at age 65 35 percent for ages 66-67 100 percent at age 68

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, Continued:

The actuarial assumptions listed above are based on the continuation of the Plan. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

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 accompanying financial statements.

3. DERIVATIVE FINANCIAL INSTRUMENTS:

Information related to investments in swap agreements was as follows as of December 31:

		Fair Value	
	Risk Rate Category	2025	2024
Total return swap - US Treasury bond liability	Interest Rate Risk	$ (632,677)	$ (3,152,835)

Information related to open futures contracts was as follows as of December 31:

		Fair Value	
	Risk Rate Category	2025	2024
Long future contracts:			
Equity indexes - assets	Equity Risk	$ 7,590	$ 34,243
Equity indexes - liabilities	Equity Risk	$ (335,420)	$ (157,550)
Government securities - assets	Interest Rate Risk	$ —	$ 2,605
Government securities - liabilities	Interest Rate Risk	$ (548,867)	$ (646,766)
Short future contracts:			
Government securities - assets	Interest Rate Risk	$ 32,703	$ 64,313

Only variation margin receivable (payable) at year end is reported above and within the statement of net assets available for benefits. Gains and losses (realized and unrealized) from derivative financial instruments are reported in net appreciation in investments in the statement of changes in net assets available for benefits.

Net appreciation (depreciation) from derivative financial instruments was as follows for the year ended December 31, 2025:

Total return swap - US Treasury bond	$ (134,227)
Long future contracts:	
Equity indexes	$ 6,957,552
Government securities	$ 5,756,958
Interest rate	$ (2,279)
Short future contracts:	
Equity indexes	$ (38,949)
Government securities	$ (369,302)

3. DERIVATIVE FINANCIAL INSTRUMENTS, Continued:

The following table represents the average monthly volume of the Plan's derivative transactions during the year ended December 31, 2025:

Futures:		
Average variation margin of buy contracts	$	(131,515)
Average variation margin of sale contracts	$	(866)
Total return swaps:		
Average notional amount	$	27,370,000

The Plan is party to master netting arrangements, which are designed to reduce credit risk by permitting net settlement of transactions, with counterparties. The Plan does not, however, offset assets and liabilities under these arrangements for financial statement presentation purposes. The following tables present the assets and liabilities subject to enforceable master netting arrangements. JPMorgan is the counterparty for all swaps.

There were no derivative assets subject to master netting arrangements as of December 31, 2025 and 2024.

Information pertaining to derivative liabilities was as follows as of December 31:

		Gross Amount Not Offset in the Statements of Net Assets Available For Benefits		
	Gross Amount of Liabilities Presented in the Statements of Net Assets Available For Benefits	Financial Instruments	Cash Collateral Pledged	Net Amount
2025:				
Total return swap	$ 632,677	$ —	$ —	$ 632,677
Total	$ 632,677	$ —	$ —	$ 632,677
2024:				
Total return swap	$ 3,152,835	$ —	$ —	$ 3,152,835
Total	$ 3,152,835	$ —	$ —	$ 3,152,835

4. FAIR VALUE MEASUREMENTS:

The Plan's investments are carried at fair value. Fair value of financial and non-financial assets and liabilities is defined as an exit price, representing the amount that would be received to sell an asset or transfer a liability in an orderly transaction between market participants. Authoritative guidance defines the following three-tier hierarchy for assessing the inputs used in fair value measurements:

Level 1 - Quoted prices in active markets for identical assets or liabilities that the Plan has the ability to access
Level 2 - Observable inputs other than quoted prices in active markets for identical assets or liabilities
Level 3 - Unobservable inputs

Assets and liabilities are classified into the hierarchy in their entirety based on the lowest level of input that is significant to the fair value measurement. The Plan's assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the valuation of fair value assets and liabilities and their placement within the fair value hierarchy levels. The valuation techniques used may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Assets and liabilities of the Plan measured at fair value on a recurring basis were determined using the following inputs at December 31, 2025:

	Assets at Fair Value			
	Fair Value	Quoted Price in Active Markets for Identical Assets Level 1	Significant Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3
Money market fund and interest bearing cash (a)	$ 28,630,597	$ 293,301	$ 28,337,296	$ —
Collective and other trust funds (b)	180,500,740	—	180,500,740	—
Government and agency securities (c)	91,927,822	—	91,927,822	—
Mutual fund (d)	39,827,151	39,827,151	—	—
Derivative financial instruments (f)	40,293	40,293	—	—
Foreign currencies and other (g)	4,846,457	4,846,457	—	—
Investments included in the fair value hierarchy	345,773,060	$ 45,007,202	$ 300,765,858	$ —
Other investments measured at net asset value ("NAV"):				
Pooled funds (h)	45,817,512			
Private equity funds (i)	40,548,249			
Total other investments measured at NAV	86,365,761			
Total investments	$ 432,138,821			

	Liabilities at Fair Value			
Derivative financial instruments (f)	$ 1,516,964	$ 884,287	$ 632,677	$ —

4. FAIR VALUE MEASUREMENTS, Continued:

Assets and liabilities of the Plan measured at fair value on a recurring basis were determined using the following inputs at December 31, 2024:

	Assets at Fair Value			
	Fair Value	Quoted Price in Active Markets for Identical Assets Level 1	Significant Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3
Money market fund and interest bearing cash (a)	$ 43,353,987	$ 2,874,054	$ 40,479,933	$ —
Collective and other trust funds (b)	167,161,395	—	167,161,395	—
Government and agency securities (c)	42,781,236	—	42,781,236	—
Real estate LLCs (e)	76,000,000	—	—	76,000,000
Derivative financial instruments (f)	101,161	101,161	—	—
Foreign currencies and other (g)	1,871,721	1,871,721	—	—
Investments included in the fair value hierarchy	331,269,500	$ 4,846,936	$ 250,422,564	$ 76,000,000
Other investments measured at NAV:				
Pooled funds (h)	26,203,178			
Private equity funds (i)	43,875,173			
Total other investments measured at NAV	70,078,351			
Total investments	$ 401,347,851			

	Liabilities at Fair Value			
Derivative financial instruments (f)	$ 3,957,151	$ 804,316	$ 3,152,835	$ —

(a) Money market fund is valued based on the fair value of the underlying assets held as determined by the fund manager on the last business day of the year. The underlying assets are mostly comprised of certificates of deposit, time deposits and commercial paper valued at amortized cost. The carrying amount of interest bearing cash approximates fair value due to the short-term nature of this investment.

(b) Units in collective and other trust funds are valued by reference to the funds' underlying assets and are based on the NAV as reported by the fund manager on the last business day of the Plan year. The underlying assets are mostly comprised of publicly traded equity securities and fixed income securities. These securities are valued at the official closing price of, or the last reported sale prices as of the close of business or, in the absence of any sales, at the latest available bid price.

(c) Government and agency securities are valued using pricing models maximizing the use of observable inputs for similar securities.

(d) Mutual funds are valued at their quoted market price on the last day of the Plan year.

(e) This category consists of real estate properties contributed by the Company to limited liability companies ("LLCs") wholly owned by the Plan. As further discussed below, in July 2025, all of the real estate properties were sold to an independent third party. The fair value of these properties as of December 31, 2024, was based on independent appraisals or expected sales proceeds.

(f) Derivative financial instruments consist primarily of swaps and futures contracts and are valued at fair value based on models that reflect the contractual terms of the instruments. Inputs include primarily observable market information, such as swap curves, benchmark yields, rating updates, and interdealer broker quotes at the end of the Plan year. See also Note 3.

4. FAIR VALUE MEASUREMENTS, Continued:

(g) Foreign currencies are valued at their quoted market price on the last day of the Plan year. Other securities consist of common stocks and exchange-traded funds, which are valued based on quoted market prices, broker or dealer quotes, or alternative pricing sources with reasonable levels of price transparency.

(h) The pooled funds are valued based on the NAV of the fund as a practical expedient as determined by the fund manager on the last business day of the year and is derived from the fair value of each underlying investment held by the pooled fund.

(i) Private equity funds consist of investments in limited partnerships and are valued based on the Plan's capital account balance at year end, resulting in valuation at NAV as a practical expedient, as reported in the audited financial statements of the partnership.

Investments in the pooled funds and private equity funds are valued using NAV or its equivalent as a practical expedient and therefore have not been classified within the fair value hierarchy. The fair value amounts presented in the tables above were intended to permit reconciliation to the total investments presented in the statements of net assets available for benefits.

The following table summarizes the Plan's investments with a reported fair value using NAV or its equivalent as a practical expedient as of December 31, 2025 and 2024:

Investment	Fair Value as of December 31, 2025	Fair Value as of December 31, 2024	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Acadian International Small Cap Fund	$ 8,175,568	$ 7,080,102	N/A	Daily	10 days
Magnitude Institutional Ltd (a)	17,429,310	11,599,390	N/A	Quarterly	65 days
Marathon Emerging Markets Bond Fund II, L.P. (b)	6,517,009	2,500,338	N/A	Monthly	45 days
Ninety One Emerging Markets Local Currency Dynamic Debt Fund LLC (c)	13,695,625	5,023,348	N/A	Daily	5 days
Pooled funds	45,817,512	26,203,178			
HIPEP VI Cayman Partnership Fund L.P. (e)	3,422,026	3,758,494	$ 674,820	(d)	(d)
HIPEP VIII Partnership Fund L.P. (f)	4,889,315	4,799,591	687,500	(d)	(d)
Harbourvest Partners XI L.P. (g)	13,137,836	12,564,288	1,556,100	(d)	(d)
Harbourvest Partners IX - Buyout Fund (h)	3,600,183	5,428,048	2,100,000	(d)	(d)
Harbourvest Partners IX - Credit Opportunities Fund (i)	845,223	1,924,046	1,006,250	(d)	(d)
Harbourvest Partners IX -Venture Fund (j)	6,810,944	7,886,374	437,500	(d)	(d)
Stellus Credit Offshore ERISA Fund III, LP (k)	7,842,722	7,514,332	628,640	(d)	(d)
Private equity funds	40,548,249	43,875,173	$ 7,090,810		
Total	$ 86,365,761	$ 70,078,351			

(a) This fund seeks to grow the value of its capital by allocating its capital directly or indirectly to investment funds and managed accounts.

(b) This fund seeks to generate returns above and beyond index returns as defined by the JPMorgan EMBI Global Diversified Index (comprised of sovereign and quasi-sovereign instruments only) by deploying capital predominantly across the wide range of investment opportunities found in the emerging markets credit space. The fund invests in sovereign debt, quasi-sovereign debt, corporate debt, municipal or provincial/state debt, loans, investment and non-investment grade credit primarily in emerging markets, and other financial instruments.

(c) This fund seeks to achieve long-term total returns primarily through investment in the public sector, sovereign and corporate bonds issued by emerging market borrowers or that derive a predominant part of their economic activity from emerging market countries.

4. FAIR VALUE MEASUREMENTS, Continued:

(d) In accordance with the partnership agreements, no limited partner may assign or otherwise transfer all or any part of their interest to another entity unless the general partner or manager has consented to the transfer in writing.

(e) The fund holds a single investment in another Cayman Island partnership that makes equity-oriented investments in management buy-in, management buyout, leveraged buyout, venture capital, growth and expansion capital, mezzanine, distressed and venture debt, special situation and recapitalization transactions and other private equity transactions.

(f) The fund holds a single investment in another Cayman Island partnership that makes investments with a primary emphasis in buyout, venture capital, growth equity and other private equity transactions in Europe, Asia Pacific and Emerging Markets.

(g) The fund holds an interest in several Cayman Island partnerships that include investment strategies as described in (h) and (j) below.

(h) The fund holds a single investment in another Cayman Island partnership that makes investments with a primary emphasis on equity-oriented investments in buyout, recapitalization, turnaround, and other private equity transactions.

(i) The fund holds a single investment in another Cayman Island partnership that makes investments with a primary emphasis on equity-oriented investments in mezzanine, distressed and venture debt and other private equity transactions.

(j) The fund holds a single investment in another Cayman Island partnership that makes investments with a primary emphasis on buyout, recapitalization, turnaround, and other private equity transactions primarily in the United States.

(k) The fund holds a single investment in another Cayman Island partnership for the purpose of generating both current income and capital appreciation, primarily through investments in privately negotiated debt and co-investment equity securities of middle-market companies in the United States and Canada.

Changes in the Level 3 investments were as follows for the year ended December 31, 2025:

	Real estate LLCs
Beginning of year	$ 76,000,000
Sales	(74,976,202)
Realized loss	(1,023,798)
End of year	$ —

On July 10, 2025, the Plan sold for cash all of the Company contributed real estate properties to an independent third party.

The following table represents the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value as of December 31, 2024, and the significant unobservable inputs and the range of values for those inputs:

	Fair Value as of December 31,		Principal Valuation	Significant Unobservable	Range of Significant Input
Investment	2025	2024	Technique	Inputs	Values
Real estate LLCs	$ —	$ 76,000,000	Direct Capitalization and Sales Price	Capitalization Rates and Future Rental Income and Property Value	6.25% - 9.75%

5. INFORMATION CERTIFIED BY THE TRUSTEE:

The Administrator elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the following information was certified by the Trustee as complete and accurate as included in the accompanying financial statements and supplemental schedules:

(a) Total cash, investments, accrued investment income, due from broker, due to broker, and derivative liabilities as shown in the accompanying statements of net assets available for benefits as of December 31, 2025 and 2024.

(b) Net investment income as shown in the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2025.

(c) Investment and derivative information included in the footnotes and in the supplemental schedules as of December 31, 2025 and 2024, and for the year ended December 31, 2025.

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

6. TAX STATUS:

The Plan has received a favorable determination letter from the Internal Revenue Service dated January 20, 2017, which states that the Plan, as adopted on June 20, 2006, and amendments adopted through December 23, 2015, is "qualified" for the purpose of Section 401(a) of the Code. Although the Plan has been amended since receiving this determination letter, the Plan Administrator believes the Plan is designed and currently operating in compliance with the applicable requirements in the Code.

7. PARTY-IN-INTEREST TRANSACTIONS:

The Plan had $28,630,597 and $43,353,987 as of December 31, 2025 and 2024, respectively, in investments issued by JPMorgan. The Plan paid JPMorgan $127,330 for their services during the year ended December 31, 2025. These expenses are included in administrative expenses in the statement of changes in net assets available for benefits. Since JPMorgan is the Plan Trustee and the Company is the Plan Sponsor, these transactions qualify as exempt party-in-interest transactions.

Prior to July 10, 2025, assets of the Plan included real estate properties contributed by the Company to LLCs wholly owned by the Plan. The Company entered into lease agreements with the LLCs to leaseback the contributed property, which generated rental income for the Plan. Rental payments made by the Company to the LLCs totaled $3,340,438 in 2025, prior to the sale of the real estate properties.

Certain administrative expenses related to the Plan were paid by the Company on behalf of the Plan for the year ended December 31, 2025. Certain administrative functions of the Plan are performed by officers and employees of the Company. In 2025, the Plan reimbursed the Company $71,556 for pension administration costs.

8. RECONCILIATION TO FORM 5500:

As of December 31, 2025 and 2024, the Plan had pending distributions to participants who elected to withdraw from the operation and earnings of the Plan. These amounts are recorded as a liability in the Plan's Form 5500; however, these amounts are not recorded as a liability in the accompanying statements of net assets available for benefits in accordance with U.S. GAAP.

The following is a reconciliation of net assets available for benefits per the financial statements to the amounts reflected in the Form 5500 as filed by the Company as of December 31:

	2025	2024
Net assets available for benefits per financial statements	$ 466,354,326	$ 433,253,575
Accrued benefit payable	(617,524)	(650,593)
Net assets available for benefits per Form 5500	$ 465,736,802	$ 432,602,982

The following is a reconciliation of benefits paid to participants per the financial statements to the amounts reflected in the Form 5500 as filed by the Company for the year ended December 31, 2025:

Benefits paid to participants per the financial statements	$ (49,749,192)
Accrued benefits payable - as of December 31, 2025	(617,524)
Accrued benefits payable - as of December 31, 2024	650,593
Benefits paid directly to participants or beneficiaries per Form 5500	$ (49,716,123)

9. SUBSEQUENT EVENTS:

Subsequent events were evaluated through October 6, 2026, the date these financial statements were issued. No additional disclosures are required other than those matters that are reflected within these financial statements.

WINDSTREAM PENSION PLAN
Schedule H, Line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Plan No. 001, EIN 85-2049794
As of December 31, 2025

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest collateral, par, or maturity value	(d) Cost	(e) Current Value
*	JPMorgan Chase Bank, N.A. US Government Money Market Fund	Money market fund	$ 28,337,296	$ 28,337,296
*	JPMorgan Chase Bank, N.A. Bilateral Swaps Collateral	Interest bearing cash	293,301	293,301
	Money Market Fund and Interest Bearing Cash		28,630,597	28,630,597
	BlackRock Russell 2000 Alpha Tilts Fund	Collective trust fund	9,935,222	12,793,657
	WTC-CIF II Core High Yield Bond II Portfolio	Investment trust fund	16,785,917	16,994,515
	MFS Heritage Trust Company Collective Investment Trust	Collective trust fund	25,423,586	32,612,803
	SEI Allspring Emerging Markets Collective Investment Trust	Collective trust fund	17,530,392	24,592,329
	State Street Russell 1000 Index Non-Lending Fund	Collective trust fund	68,577,398	93,507,436
	Collective and Other Trust Funds		138,252,515	180,500,740
	United States of America	Treasury bond, $12,100,000 par value, zero coupon rate due 05/15/2037	7,678,539	7,294,325
	United States of America	Treasury bond, $11,720,000 par value, zero coupon rate due 05/15/2045	4,326,174	4,550,993
	United States of America	Treasury bond, $10,500,000 par value, zero coupon rate due 11/15/2033	5,519,010	7,584,159
	United States of America	Treasury bond, $10,000,000 par value, zero coupon rate due 11/15/2034	5,062,500	6,871,506
	United States of America	Treasury bond, $35,000,000 par value, zero coupon rate due 11/15/2037	21,562,800	20,522,507
	United States of America	Treasury bond, $13,210,000 par value, zero coupon rate due 11/15/2047	5,609,230	4,477,637
	United States of America	Treasury bond, $4,740,000 par value, 3.875%, due 08/15/2040	4,385,630	4,404,497
	United States of America	Treasury note, $4,170,000 par value, 3.500%, due 04/30/2030	4,081,890	4,143,123
	United States of America	Treasury note, $31,360,000 par value, 4.250%, due 01/31/2030	32,008,230	32,079,075
	Government and Agency Securities		90,234,003	91,927,822
	Goldman Sachs & Co. LLC Multi-Manager Real Assets Fund	Mutual fund	40,304,442	39,827,151
	Mutual Fund		40,304,442	39,827,151
	Acadian International Small Cap Fund	Pooled fund	5,654,523	8,175,568
	Ninety One Emerging Markets Local Currency Dynamic Debt Fund LLC	Pooled fund	12,107,646	13,695,625

The information in this schedule has been certified as to its completeness and accuracy by the Trustee.

WINDSTREAM PENSION PLAN
Schedule H, Line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Plan No. 001, EIN 85-2049794
As of December 31, 2025

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest collateral, par, or maturity value	(d) Cost	(e) Current Value
	Magnitude Institutional Ltd	Pooled fund	13,611,446	17,429,310
	Marathon Emerging Markets Bond Fund II, L.P.	Pooled fund	9,350,000	6,517,009
	Pooled Funds		40,723,615	45,817,512
	HIPEP VI Cayman Partnership Fund, L.P.	Private equity fund	3,415,940	3,422,026
	HIPEP VIII Partnership Fund L.P.	Private equity fund	3,437,644	4,889,315
	Harbourvest Partners XI L.P.	Private equity fund	8,676,394	13,137,836
	Harbourvest Partners IX	Private equity fund - Buyout Fund	1,540,423	3,600,183
	Harbourvest Partners IX	Private equity fund - Credit Opportunities Fund	1,786,769	845,223
	Harbourvest Partners IX	Private equity fund - Venture Fund	2,783,373	6,810,944
	Stellus Credit Offshore ERISA Fund III, LP	Private equity fund	7,682,238	7,842,722
	Private Equity Funds		29,322,781	40,548,249
	DAX Index	Long Future, expires 03/20/2026	—	—
	Euro STOXX 50 Equity Index	Long Future, expires 03/20/2026	—	—
	FTSE/MIB Equity Index	Long Future, expires 03/20/2026	—	—
	IFSC Nifty Fifty Equity Index	Long Future, expires 01/27/2026	—	7,590
	OMXS30 Index	Long Future, expires 01/16/2026	—	—
	Swiss Market Index	Long Future, expires 03/20/2026	—	—
	TOPIX Index	Long Future, expires 03/12/2026	—	—
	3-Month SOFR Interest Rate	Long Future, expires 03/17/2026	—	—
	US Treasury 10-Year Note	Short Future, expires 03/20/2026	—	32,703
	Derivative Financial Instruments - Assets		—	40,293
	Australian Dollar	Foreign currency	96,274	96,382
	Canadian Dollar	Foreign currency	329,213	330,195
	Euro	Foreign currency	1,023,581	1,024,271
	Great Britain Pound	Foreign currency	451,447	453,037
	Hong Kong Dollar	Foreign currency	82,723	82,670
	Japanese Yen	Foreign currency	816,750	814,757
	Singapore Dollar	Foreign currency	116,487	116,261
	Swedish Kroner	Foreign currency	99,687	100,290
	Swiss Franc	Foreign currency	257,102	257,768
	Euro	Currency exchange contract, matures 03/18/2026	—	6,136
	iShares MSCI USA Quality Factor Exchange Traded Fund	Exchange-traded fund; 7,874 shares	1,543,795	1,563,934
	Sberbank of Russia PJSC	Common stock; 16,691 shares	214,914	756
	Foreign Currencies and Other		5,031,973	4,846,457

The information in this schedule has been certified as to its completeness and accuracy by the Trustee.

WINDSTREAM PENSION PLAN
Schedule H, Line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Plan No. 001, EIN 85-2049794
As of December 31, 2025

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest collateral, par, or maturity value	(d) Cost	(e) Current Value
	Total Investments		$372,499,926	$432,138,821
	CAC 40 Index	Long Future, expires 01/16/2026	$ —	$ (4,933)
	FTSE 100 Index	Long Future, expires 03/20/2026	—	(6,645)
	IBEX 35 Index	Long Future, expires 01/16/2026	—	(2,041)
	Hang Seng Index	Long Future, expires 01/29/2026	—	(1,779)
	MSCI Singapore Index	Long Future, expires 01/29/2026	—	(3,235)
	S&P/TSX 60 Index	Long Future, expires 03/19/2026	—	(5,720)
	S&P 500 Emerging Markets Index	Long Future, expires 03/20/2026	—	(300,150)
	SPI 200 Index	Long Future, expires 03/19/2026	—	(2,067)
	XAK Technology Equity Index	Long Future, expires 03/20/2026	—	(8,850)
	US Treasury 2-Year Note	Long Future, expires 03/31/2026	—	(5,695)
	US Treasury 5-Year Note	Long Future, expires 03/31/2026	—	(12,422)
	US Treasury Long Bond	Long Future, expires 03/20/2026	—	(71,750)
	US Treasury 10-Year Ultra Bond	Long Future, expires 03/20/2026	—	(157,875)
	US Treasury Ultra Bond	Long Future, expires 03/20/2026	—	(301,125)
	US Treasury Bond, maturing 11/15/2052	Total return swap, matures 03/26/2026, Notional Value $27,370,000	—	(632,677)
	Derivative Financial Instruments - Liabilities		$ —	$ (1,516,964)

* Indicates a party-in-interest.

The information in this schedule has been certified as to its completeness and accuracy by the Trustee.

WINDSTREAM PENSION PLAN
Schedule H, Line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Plan No. 001, EIN 85-2049794
For the year ended December 31, 2025

(a) Identity of party involved	(b) Description of asset (include interest rate and maturity in case of loan)	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain or (loss)
I. Single transaction in excess of 5 percent of Plan assets at the beginning of the Plan year:						
Goldman Sachs & Co. LLC	Multi-Manager Real Assets Fund	$39,100,000	N/A	$ 39,100,000	$ 39,100,000	$ —
JPMorgan Chase Bank, N. A.	US Government Money Market Fund	73,628,834	N/A	73,628,834	73,628,834	—
JPMorgan Chase Bank, N. A.	US Government Money Market Fund	N/A	$69,479,273	69,479,273	69,479,273	—
JPMorgan Chase Bank, N. A.	US Government Money Market Fund	29,206,251	N/A	29,206,251	29,206,251	—
JPMorgan Chase Bank, N. A.	US Government Money Market Fund	N/A	29,963,399	29,963,399	29,963,399	—
151 MLK Blvd, LLC	Real Estate Limited Liability Company	N/A	37,576,955	24,000,000	37,576,955	13,576,955
United States of America	Treasury Note, $25,560,000 Par Value, 4.25%, due 01/31/2030	26,094,250	N/A	26,094,250	26,094,250	—

The information in this schedule has been certified as to its completeness and accuracy by the Trustee.

WINDSTREAM PENSION PLAN
Schedule H, Line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Plan No. 001, EIN 85-2049794
For the year ended December 31, 2025

(a) Identity of party involved	(b) Description of asset (include interest rate and maturity in case of loan)	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain or (loss)
III. Series of transactions in excess of 5 percent of Plan assets at the beginning of the Plan year:						
Wellington Management Company, LLP	Core High Yield Bond II Portfolio					
	(14 purchases)	$15,379,084	N/A	$ 15,379,084	$ 15,379,084	$ —
	(4 sales)	N/A	$ 7,200,000	7,252,153	7,200,000	(52,153)
Goldman Sachs & Co. LLC	Multi-Manager Real Assets Fund					
	(5 purchases)	41,479,443	N/A	41,479,443	41,479,443	—
	(3 sales)	N/A	1,927,942	1,175,000	1,927,942	752,942
JPMorgan Chase Bank, N. A.	US Government Money Market Fund					
	(281 purchases)	307,979,024	N/A	307,979,024	307,979,024	—
	(205 sales)	N/A	320,121,823	320,121,823	320,121,823	—
State Street Global Advisors Trust Co.	Russell 1000 Index Non-Lending Fund					
	(6 purchases)	26,900,000	N/A	26,900,000	26,900,000	—
	(10 sales)	N/A	20,358,589	16,249,042	20,358,589	4,109,546
United States of America	Treasury Note, $25,560,000 Par Value, 4.25%, due 01/31/2030					
	(2 purchases)	32,008,230	N/A	32,008,230	32,008,230	—

N/A Not applicable.
Columns (e) and (f) are not applicable.
Categories (ii) and (iv) are not applicable.

The information in this schedule has been certified as to its completeness and accuracy by the Trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2025

	Attained Years of Credited Service[1]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	2	0	0	0	0	0	0	0	2
35-39	1	3	9	5	4	0	0	0	0	0	22
40-44	1	33	18	13	20	12	1	0	0	0	98
45-49	1	49	79	26	38	39	16	0	0	0	248
50-54	0	34	99	44	51	43	26	0	0	0	297
55-59	0	33	72	49	45	40	29	7	0	0	275
60-64	0	5	37	48	43	53	43	18	11	3	261
65-69	0	2	11	15	6	11	12	13	5	8	83
70 & over	0	2	0	2	1	1	1	2	3	0	12
Total	3	161	327	202	208	199	128	40	19	11	1,298

[1] Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Windstream Pension Plan
EIN / PN: 85-2049794/001
Plan Sponsor: Uniti Services LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2025

Number accruing pay-related benefits and average plan compensation limited by IRC §401(a)(17) distributed by attained age and attained years of credited service

	Attained Years of Credited Service[2]										
Attained Age	**Under 1**	**1-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & Over**	**Total**
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
35-39	0	0	0	1	4	0	0	0	0	0	5
	-	-	-	-	-	-	-	-	-	-	-
40-44	0	0	0	4	14	11	1	0	0	0	30
	-	-	-	-	-	-	-	-	-	-	79,197
45-49	0	0	0	7	22	34	14	0	0	0	77
	-	-	-	-	77,435	80,344	-	-	-	-	79,379
50-54	0	0	0	2	18	32	17	0	0	0	69
	-	-	-	-	-	79,489	-	-	-	-	79,241
55-59	0	0	0	8	10	14	15	4	0	0	51
	-	-	-	-	-	-	-	-	-	-	78,739
60-64	0	0	0	3	10	11	6	1	3	2	36
	-	-	-	-	-	-	-	-	-	-	80,015
65-69	0	0	0	0	1	3	1	0	0	6	11
	-	-	-	-	-	-	-	-	-	-	-
70 & over	0	2	0	1	0	0	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
Total	0	2	0	26	79	105	54	5	3	8	282
	-	-	-	78,625	77,904	80,140	79,406	-	-	-	79,401

[2] Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Windstream Pension Plan
EIN / PN: 85-2049794/001
Plan Sponsor: Uniti Services LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month: September
- Interest rate basis: Segment Rates

Interest rates:	**Reflecting Stabilization**	**Not Reflecting Stabilization**
First segment rate	5.07%	5.07%
Second segment rate	5.31%	5.33%
Third segment rate	5.50%	5.36%
Effective interest rate	5.34%	5.31%

Annual rates of increase

- Compensation: 3.30% for all years.

Lump sum conversion interest rates: Segment interest rates – 5.07% first segment (years 1-5), 5.31% second segment (years 6-20), and 5.50% third segment (years 21+).

Plan-related expenses $5,060,000

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

Rates not reflecting stabilization are used to determine PBGC variable rate premiums and the PBGC 4010 funded percentage.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion Date

The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees

It was assumed there will be no new or rehired employees.

Mortality

- Healthy

Separate table of rates for non-annuitants (based on Pri-2012 "Employees" table without collar or amount adjustments and then projected forward with generational projection using adjusted Scale MP-2021) and annuitants (based on Pri-2012 "Healthy Annuitants" table (participants and beneficiaries combined) without collar or amount adjustments, projected forward with generational projection using adjusted Scale MP-2021. The rate of future mortality improvement at any age for any year beginning on or after the valuation date is capped at 0.78%.

- Disabled

N/A

- Lump sum conversion

2025 IRC §417(e) mortality table prescribed by the IRS.

Termination

The representative rates at which participants terminate by age are shown below:

Percentage leaving during the year	
Attained Age	Rate
35	6%
40	6%
45	6%
50	6%
55	7%
60	11%
64	16%

Disability Rates

None.

SCHEDULE SB ATTACHMENTS

Retirement

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

Percentage retiring during the year	
Age	**Rate**
<=55	5%
56	6%
57-58	7%
59	8%
60-61	10%
62	15%
63	20%
64	25%
65	30%
66-67	35%
68+	100%

Benefit commencement dates:

- Preretirement death benefit — Earliest possible commencement date.
- Deferred vested benefit — Age 65
- Disability benefit — N/A
- Retirement benefit — Upon termination of employment.

SCHEDULE SB ATTACHMENTS

Form of payment	Benefits that cannot be received in the form of a lump sum: 50% single life annuity, 15% joint and survivor annuity with 50% continued, 10% joint and survivor annuity with 75% continued, and 25% joint and survivor annuity with 100% continued. Benefits that can be received in the form of an unsubsidized lump sum: 60% are assumed to elect a lump sum form of payment. The remainder are assumed to elect a form of payment in accordance with the above. Benefits that can be received in the form of a subsidized lump sum: 100% are assumed to elect a lump sum form of payment.
Percent married	85%; used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement.
Spouse age	Wife three years younger than husband.
Covered pay	Assumed plan compensation for the year beginning on the valuation date was determined as plan compensation provided by Milliman for the prior year adjusted at the assumed compensation increase rate.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month, and lump sum payments are payable on date of decrement.
Actuarial Increases	Benefits are given appropriate actuarial increases in the data provided by the administrator. Therefore, there is no valuation assumption to provide late retirement actuarial increases to participants over normal retirement age.

SCHEDULE SB ATTACHMENTS

At-risk assumptions

For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan, which were estimated to be the following:

- Aliant benefit: SLA
- Iowa benefit: Lump sum
- CTC benefit: SLA
- D&E non-union benefit: 100% J&S
- D&E benefit: 75% J&S
- SLT benefit: Lump sum
- TUP benefit: SLA
- Valor benefit: Lump sum
- Verizon benefit: Lump sum
- Windstream union and non-union benefits: SLA

Methods

Valuation date

First day of plan year.

Funding target

Present value of accrued benefits as required by regulations under IRC §430.

Target normal cost

Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during plan year as required by regulations under IRC §430.

Actuarial value of assets

Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).

Benefits Not Valued

All benefits described in the Plan Provisions section of this report were valued based on discussions with the Company regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with the Company and, based on that review, is not aware of any significant benefits required to be valued that were not.

SCHEDULE SB ATTACHMENTS

Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

Sources of Data and Other Information

The plan sponsor, through its third party administrator, furnished participant data as of January 1, 2025. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates may have been made when data were not available.

There were no missing or inconsistent data found that require assumptions be made on our part. We are not aware of any adjustments made by the data provider.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

WINDSTREAM PENSION PLAN
Schedule H, Line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Plan No. 001, EIN 85-2049794
For the year ended December 31, 2025

(a) Identity of party involved	(b) Description of asset (include interest rate and maturity in case of loan)	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain or (loss)
I. Single transaction in excess of 5 percent of Plan assets at the beginning of the Plan year:						
Goldman Sachs & Co. LLC	Multi-Manager Real Assets Fund	$39,100,000	N/A	$ 39,100,000	$ 39,100,000	$ —
JPMorgan Chase Bank, N. A.	US Government Money Market Fund	73,628,834	N/A	73,628,834	73,628,834	—
JPMorgan Chase Bank, N. A.	US Government Money Market Fund	N/A	$69,479,273	69,479,273	69,479,273	—
JPMorgan Chase Bank, N. A.	US Government Money Market Fund	29,206,251	N/A	29,206,251	29,206,251	—
JPMorgan Chase Bank, N. A.	US Government Money Market Fund	N/A	29,963,399	29,963,399	29,963,399	—
151 MLK Blvd, LLC	Real Estate Limited Liability Company	N/A	37,576,955	24,000,000	37,576,955	13,576,955
United States of America	Treasury Note, $25,560,000 Par Value, 4.25%, due 01/31/2030	26,094,250	N/A	26,094,250	26,094,250	—

The information in this schedule has been certified as to its completeness and accuracy by the Trustee.

WINDSTREAM PENSION PLAN
Schedule H, Line 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Plan No. 001, EIN 85-2049794
For the year ended December 31, 2025

(a) Identity of party involved	(b) Description of asset (include interest rate and maturity in case of loan)	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain or (loss)
III. Series of transactions in excess of 5 percent of Plan assets at the beginning of the Plan year:						
Wellington Management Company, LLP	Core High Yield Bond II Portfolio					
	(14 purchases)	$15,379,084	N/A	$ 15,379,084	$ 15,379,084	$ —
	(4 sales)	N/A	$ 7,200,000	7,252,153	7,200,000	(52,153)
Goldman Sachs & Co. LLC	Multi-Manager Real Assets Fund					
	(5 purchases)	41,479,443	N/A	41,479,443	41,479,443	—
	(3 sales)	N/A	1,927,942	1,175,000	1,927,942	752,942
JPMorgan Chase Bank, N. A.	US Government Money Market Fund					
	(281 purchases)	307,979,024	N/A	307,979,024	307,979,024	—
	(205 sales)	N/A	320,121,823	320,121,823	320,121,823	—
State Street Global Advisors Trust Co.	Russell 1000 Index Non-Lending Fund					
	(6 purchases)	26,900,000	N/A	26,900,000	26,900,000	—
	(10 sales)	N/A	20,358,589	16,249,042	20,358,589	4,109,546
United States of America	Treasury Note, $25,560,000 Par Value, 4.25%, due 01/31/2030					
	(2 purchases)	32,008,230	N/A	32,008,230	32,008,230	—

N/A Not applicable.
Columns (e) and (f) are not applicable.
Categories (ii) and (iv) are not applicable.

The information in this schedule has been certified as to its completeness and accuracy by the Trustee.

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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
WINDSTREAM PENSION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Uniti Services LLC

D Employer Identification Number (EIN)
85-2049794

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	434,966,153
b Actuarial value	**2b**	446,788,055

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	2,337	397,932,810	397,932,810
b For terminated vested participants	877	37,749,754	37,749,754
c For active participants	1,298	113,848,738	121,679,979
d Total	4,512	549,531,302	557,362,543

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.34%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	3,460,527
b Expected plan-related expenses	**6b**	5,060,000
c Target normal cost	**6c**	8,520,527

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

Neil Parikh
Signature of actuary

9/29/2026
Date

Neil Parikh
Type or print name of actuary

2608466
Most recent enrollment number

Willis Towers Watson US LLC
Firm name

214-530-4200
Telephone number (including area code)

PO Box 674401
Houston TX 77267
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	14,581,087
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	14,581,087
10	Interest on line 9 using prior year's actual return of -0.43%	0	-62,699
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		45,823,138
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.07%		2,323,233
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		48,146,371
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	14,518,388
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	80.16%
15	Adjusted funding target attainment percentage	15	80.16%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	76.03%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
04/15/2025	4,522,483				
07/15/2025	4,522,483				
10/15/2025	4,522,483				
01/15/2026	4,522,483				
06/02/2026	4,361,392				
09/15/2026	2,865,560				
			Totals ► 18(b)	25,316,884	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	24,150,857

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

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

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

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	8,520,527
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	110,574,488	11,579,395
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	20,099,922

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement			0

36 Additional cash requirement (line 34 minus line 35)	**36**	20,099,922
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	24,150,857

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

a Total (excess, if any, of line 37 over line 36)	**38a**	4,050,935
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2025

All Participants		
Age	Retirement Rate	Probability Of Retirement
55	5.00%	5.00%
56	6.00%	5.70%
57	7.00%	6.25%
58	7.00%	5.81%
59	8.00%	6.18%
60	10.00%	7.11%
61	10.00%	6.40%
62	15.00%	8.63%
63	20.00%	9.79%
64	25.00%	9.79%
65	30.00%	8.81%
66	35.00%	7.19%
67	35.00%	4.68%
68	100.00%	8.68%
		100.00%
Weighted Average Retirement Age: 61.97		

Plan Name: Windstream Pension Plan
EIN / PN: 85-2049794/001
Plan Sponsor: Uniti Services LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month: September
- Interest rate basis: Segment Rates

Interest rates:	**Reflecting Stabilization**	**Not Reflecting Stabilization**
First segment rate	5.07%	5.07%
Second segment rate	5.31%	5.33%
Third segment rate	5.50%	5.36%
Effective interest rate	5.34%	5.31%

Annual rates of increase

- Compensation: 3.30% for all years.

Lump sum conversion interest rates: Segment interest rates – 5.07% first segment (years 1-5), 5.31% second segment (years 6-20), and 5.50% third segment (years 21+).

Plan-related expenses $5,060,000

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

Rates not reflecting stabilization are used to determine PBGC variable rate premiums and the PBGC 4010 funded percentage.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion Date

The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees

It was assumed there will be no new or rehired employees.

Mortality

- Healthy

Separate table of rates for non-annuitants (based on Pri-2012 "Employees" table without collar or amount adjustments and then projected forward with generational projection using adjusted Scale MP-2021) and annuitants (based on Pri-2012 "Healthy Annuitants" table (participants and beneficiaries combined) without collar or amount adjustments, projected forward with generational projection using adjusted Scale MP-2021. The rate of future mortality improvement at any age for any year beginning on or after the valuation date is capped at 0.78%.

- Disabled

N/A

- Lump sum conversion

2025 IRC §417(e) mortality table prescribed by the IRS.

Termination

The representative rates at which participants terminate by age are shown below:

Percentage leaving during the year	
Attained Age	Rate
35	6%
40	6%
45	6%
50	6%
55	7%
60	11%
64	16%

Disability Rates

None.

SCHEDULE SB ATTACHMENTS

Retirement

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

Percentage retiring during the year	
Age	**Rate**
<=55	5%
56	6%
57-58	7%
59	8%
60-61	10%
62	15%
63	20%
64	25%
65	30%
66-67	35%
68+	100%

Benefit commencement dates:

- Preretirement death benefit — Earliest possible commencement date.
- Deferred vested benefit — Age 65
- Disability benefit — N/A
- Retirement benefit — Upon termination of employment.

SCHEDULE SB ATTACHMENTS

Form of payment	Benefits that cannot be received in the form of a lump sum: 50% single life annuity, 15% joint and survivor annuity with 50% continued, 10% joint and survivor annuity with 75% continued, and 25% joint and survivor annuity with 100% continued. Benefits that can be received in the form of an unsubsidized lump sum: 60% are assumed to elect a lump sum form of payment. The remainder are assumed to elect a form of payment in accordance with the above. Benefits that can be received in the form of a subsidized lump sum: 100% are assumed to elect a lump sum form of payment.
Percent married	85%; used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement.
Spouse age	Wife three years younger than husband.
Covered pay	Assumed plan compensation for the year beginning on the valuation date was determined as plan compensation provided by Milliman for the prior year adjusted at the assumed compensation increase rate.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month, and lump sum payments are payable on date of decrement.
Actuarial Increases	Benefits are given appropriate actuarial increases in the data provided by the administrator. Therefore, there is no valuation assumption to provide late retirement actuarial increases to participants over normal retirement age.

SCHEDULE SB ATTACHMENTS

At-risk assumptions

For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan, which were estimated to be the following:

- Aliant benefit: SLA
- Iowa benefit: Lump sum
- CTC benefit: SLA
- D&E non-union benefit: 100% J&S
- D&E benefit: 75% J&S
- SLT benefit: Lump sum
- TUP benefit: SLA
- Valor benefit: Lump sum
- Verizon benefit: Lump sum
- Windstream union and non-union benefits: SLA

Methods

Valuation date

First day of plan year.

Funding target

Present value of accrued benefits as required by regulations under IRC §430.

Target normal cost

Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during plan year as required by regulations under IRC §430.

Actuarial value of assets

Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).

Benefits Not Valued

All benefits described in the Plan Provisions section of this report were valued based on discussions with the Company regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with the Company and, based on that review, is not aware of any significant benefits required to be valued that were not.

SCHEDULE SB ATTACHMENTS

Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.

Sources of Data and Other Information

The plan sponsor, through its third party administrator, furnished participant data as of January 1, 2025. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates may have been made when data were not available.

There were no missing or inconsistent data found that require assumptions be made on our part. We are not aware of any adjustments made by the data provider.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions

The most recent amendment reflected in the following plan provisions was effective December 31, 2024.

Covered employees

Employees covered by a collectively bargained agreement that are eligible to participate. However, employees covered under the National Pension Bargaining Agreement that are hired (or rehired) after February 29, 2012 are not eligible to participate in the plan. Also, Aliant CBA employees hired after October 31, 2013 who elect not to participate in the plan and Aliant CBA employees hired after October 16, 2016 are not covered.

Employees who were:

- Participants under the former Alltel Plan or Valor Plan on December 31, 2005, had attained age 40 with two or more years of vesting service as of December 31, 2005, and were employees of Windstream on or after June 21, 2006 and before January 1, 2007; or
- Participants of the Pension Plan of the Concord Telephone Company (CTC) on December 31, 2007; or
- Participants of the D&E Communications, Inc. Employees' Retirement Plan (D&E Non-union) and The Conestoga Telephone & Telegraph Company Pension Plan for Members of Local 1671 (D&E union) on December 31, 2009.
- Former GTE employees who transferred employment to Iowa Telecom on July 1, 2000, members of the CWA who were hired between July 1, 2000 and December 31, 2000 and members of the IBEW who were hired between July 1, 2000 and May 31, 2001.
- The following employees are not eligible to participate:
- Employees covered by a collective bargaining agreement unless it is agreed that such employees would be eligible to participate in the plan;
- Employees covered by an agreement with the company which prohibits inclusion in the plan;
- Leased employees;
- Any person who is not treated as an employee for purposes of Internal Revenue Code Section 3401;
- Non-resident aliens who receive no earned income from the Employer;
- Employees of Affiliated Employers unless such Affiliated Employers have specifically adopted this plan in writing; and

- Employees of Wavetel, L.C.C. effective June 13, 2000.

Participation date

Date following completion of 1,000 hours of service during the year following the date of first hour of service, or any plan year with greater than 1,000 hours of service.

For Valor participants, date of hire if they complete 1,000 hours in first year of service.

For CTC participants, the January 1 or July 1 coincident with or next following the attainment of age 21 and completion of one year of service.

For D&E Non-union and D&E union plan participants as of December 31, 2009, January 1, 2010.

Other than employees covered by a collectively bargained agreement, former Valor participants, or CTC participants, no person shall become a participant in the Plan after December 31, 2005.

Employees covered by the National Pension Bargaining Agreement that are hired (or rehired) after February 29, 2012 are not eligible to participate in the plan.

Aliant union employees hired after October 31, 2013 who elect not to participate in the plan will not become participants.

Valor union employees hired (or rehired) after February 28, 2014 are not eligible to participate in the plan.

Aliant union employees hired after October 16, 2016 will not become participants.

Definitions

Vesting service

One year for each plan year during which an employee has completed 1,000 hours of service.

For Valor participants:

- Service prior to January 1, 2007: number of whole one-year periods of vesting service credited under the Valor Plan as of December 31, 2006.
- Service after January 1, 2007: credited one year for each plan year during which an employee has completed 1,000 hours of service.

For D&E participants, elapsed time from date of completion of one hour of service to date of termination.

SCHEDULE SB ATTACHMENTS

Benefit service

One year for each plan year during which an employee has completed 2,000 hours of service, with one-twelfth year granted for each 166-2/3 hours of service completed for each plan year with less than 2,000 hours but at least 1,000 hours of service.

For non-bargaining participants:

- Benefit service was frozen December 31, 2005 for participants who did not attain age 40 and two years of vesting service as of December 31, 2005.
- Benefit service was frozen December 31, 2010 for participants who attained age 40 and two years of vesting service as of December 31, 2005.

For National Pension participants:

- IBEW: Benefit service is frozen upon the later of January 1, 2018 or attainment of 30 years of vesting service.
- CWA: Benefit service is frozen upon the later of July 8, 2018 or attainment of 30 years of vesting service.

For participants who opted out of future benefit accruals (by voluntary or default election), benefit service is frozen as of the applicable opt-out date.

Accredited service

Accredited service is determined on a calendar year basis with fractional credit based on hours of service and customary hours worked (usually 2,080).

- For former Contel employees, accredited service includes the period of accredited service recognized under the Contel Pension Plan, if any, prior to the date of transfer to coverage under this plan.
- For former Valor participants of the Kerrville plan, accredited service accruals begin January 1, 2003.
- For former Valor participants who transferred from GTE Southwest, accredited service includes the period of credited service recognized under the pension plans sponsored by GTE Southwest, if any, prior to the date of transfer to coverage under this plan.

Accredited service was frozen effective June 30, 2005 for salaried participants in the former Iowa Telecom Pension Plan.

Accredited service was frozen effective June 30, 2016 for CWA union employees and January 1, 2018 for IBEW union employees in the former Iowa Telecom Pension Plan.

For participants who opted out of future benefit accruals (by voluntary or default election), accredited service is frozen as of the applicable opt-out date.

SCHEDULE SB ATTACHMENTS

Creditable service

For former CTC participants, creditable service includes the period of credited service recognized under the CTC Plan, if any, prior to the date of transfer to coverage under this plan.

Creditable service was frozen effective December 31, 2007 for former CTC participants.

Credited service

For D&E Non-union and union participants, elapsed time from date of completion of one hour of service to the earlier of date of termination and December 31, 2009.

For Aliant union participants, elapsed time worked from original employment date to the earlier of termination date and December 31, 2018.

For participants who opt out of future benefit accruals (by voluntary or default election), credited service is frozen as of the applicable opt-out date.

Compensation

Total wages plus deferred compensation amounts, excluding non-wage taxable fringe benefits.

For non-bargaining participants, compensation after December 31, 2005 will not be considered for participants who did not attain age 40 and two years of vesting service as of December 31, 2005.

For non-bargaining participants, compensation after December 31, 2010 will not be considered for participants who attained age 40 and two years of vesting service as of December 31, 2005.

For former CTC participants, compensation after December 31, 2007 will not be considered.

For D&E Non-union and union participants, compensation after December 31, 2009 will not be considered.

For hourly participants in the former Iowa Telecom Pension Plan, base rate of pay plus bonuses paid based on company performance and certain sales commissions. Compensation will not be considered after June 30, 2016 for Iowa CWA participants and after January 1, 2018 for Iowa IBEW participants.

For IBEW National Pension participants, compensation will not be considered after the later of January 1, 2018 or attainment of 30 years of vesting service.

For CWA National Pension participants, compensation will not be considered after the later of July 8, 2018 or attainment of 30 years of vesting service.

For participants who opt out of future benefit accruals (by voluntary or default election), compensation will not be considered after the applicable opt-out date.

SCHEDULE SB ATTACHMENTS

Average annual compensation	Average of the highest five consecutive years' compensation. For all D&E union participants and D&E Non-union participants hired on or before December 31, 1999 or after December 31, 2003: average of highest five consecutive years' compensation during the last ten years of credited service. For D&E Non-union participants hired on or after January 1, 2000 and before December 31, 2003: average of all years' compensation earned during entire period of credited service.
Benefit percentage	The sum of the percentage accrual rates applicable to each year of benefit accrual service as set forth in the plan.
Normal form of benefit	Single participants: single life annuity. Married participants: 50% joint and survivor annuity; if the spouse of a D&E union participant predeceases a participant within two years after payments commence, the amount of the annuity reverts back to amount payable under the single life annuity option. Former Kerrville plan benefit: 10-year certain and life annuity.
Social Security integration level	The 35-year average annual earnings with respect to which Primary Social Security benefits would be payable assuming that earnings were equal to the maximum taxable wage base each year prior to termination of employment and the employee were age 65 on the date employment terminates.
Normal retirement date (NRD)	First of month coincident or next following age 65 and completion of five years of vesting service. **Verizon union participants**: First of month coincident or next following age 65 and completion of five years of vesting service if hired after age 60. **CTC participants and D&E Non-union participants** : First of month coincident or next following age 65.

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

The annual accrued benefit as defined below divided by 12:

National Pension Bargaining Agreement union participants ("Windstream union"):

The greater of (i) and (ii) below:

(i) The benefit percentage multiplied by average annual compensation.

(ii) $120 for each year of benefit service.

For IBEW National Pension participants, benefit accruals are frozen upon the later of January 1, 2018 or attainment of 30 years of vesting service. For CWA National Pension participants, benefit accruals are frozen upon the later of July 8, 2018 or attainment of 30 years of vesting service.

Alltel union participants:

The greater of (i) and (ii) below:

(i) The benefit percentage multiplied by average annual compensation.

(ii) $120 for each year of benefit service.

Former GTE union participants:

The sum of (i), (ii), and (iii) below:

(i) 1.35% of average annual compensation multiplied by accredited service as of March 3, 1995.

(ii) For the periods March 4, 1995 to May 23, 1998 (IBEW group) and March 4, 1995 to March 30, 1999 (CWA group), the greater of (a) and (b) below:

  (a) The benefit percentage multiplied by average annual compensation.

  (b) $10 for each year of benefit service.

(iii) For each year of benefit service beginning May 24, 1998 (IBEW group) and beginning March 31, 2009 (CWA group), the sum of (a) and (b) below:

  (a) 1% of compensation.

  (b) 0.4% of compensation in excess of the Social Security taxable wage base.

SCHEDULE SB ATTACHMENTS

Non-union salaried participants:

The sum of (i), (ii), and (iii) below:

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

(a) The benefit percentage at December 31, 1987 multiplied by average annual compensation at December 31, 1987.

(b) $10 for each year of benefit service at December 31, 1987.

(ii) 0.4% of average annual compensation (average rate of compensation for the highest three consecutive years during the period of service beginning January 1, 1966 and ending December 31, 1987) in excess of Social Security covered compensation multiplied by benefit service as of December 31, 1987.

(iii) For each year of benefit service after December 31, 1987, the sum of (a) and (b) below:

(a) 1% of compensation.

(b) 0.4% of compensation in excess of the Social Security taxable wage base.

Benefit accruals for non-union participants were frozen as of December 31, 2005 for participants who did not attain age 40 and two years of vesting service as of December 31, 2005.

Benefit accruals for non-union participants were frozen as of December 31, 2010 for participants who attained age 40 and two years of vesting service as of December 31, 2005.

Aliant union participants:

The greater of (i) and (ii) below:

(i) Minimum annual benefit based on table below:

Years of Credited Service	Minimum Annual Benefit
20 but less than 21	$1,830
21 but less than 22	$1,950
22 but less than 30	$2,040
30 but less than 40	$2,160
40 or more	$2,280

(ii) Credited service multiplied by multiplier(s) based on table below (pension band rates are as of January 1, 2007):

	Years of Credited Service		
Pension Band	First 25 years	Years 25.001 – 30	Years 30+
1 – 7	$418.44	$439.68	$460.56
8	$432.72	$454.32	$476.28
9	$447.00	$469.32	$491.52
10	$460.68	$484.32	$506.88
11	$474.84	$498.96	$522.60
12	$488.88	$513.48	$537.72
13	$503.28	$528.24	$553.56
14	$517.68	$543.00	$568.92
15	$531.12	$557.88	$584.28
16	$545.28	$572.88	$599.88
17	$559.44	$587.16	$615.60
18	$573.48	$602.40	$630.60
19	$587.28	$616.80	$646.44
20	$601.68	$631.80	$662.28
21	$615.84	$646.92	$677.40

Benefit accruals for all Aliant union participants were frozen as of December 31, 2018.

Verizon union participants (CWA and IBEW):

The greater of (i) and (ii) below:

(i) 1.35% of average annual compensation multiplied by accredited service.

(ii) Minimum annual benefit based on table below:

Years of Accredited Service	Minimum Annual Benefit
15 but less than 20	$7,200
20 but less than 25	$8,400
25 but less than 30	$9,240
30 but less than 35	$10,200
35 but less than 40	$11,280
40 or more	$12,480

SCHEDULE SB ATTACHMENTS

Valor non-union participants:

The greater of (i) and (ii) below:

(i) The sum of (a) and (b) below:

(a) 1.15% of average annual compensation up to the Social Security integration level multiplied by accredited service.

(b) 1.45% of average annual compensation in excess of the Social Security integration level multiplied by accredited service.

(ii) 1.35% of average annual compensation multiplied by accredited service.

Benefit accruals for all Valor non-union participants were frozen as of December 31, 2006. Participants who attained age 40 and two years of vesting service as of December 31, 2005 continue to accrue benefits under the Windstream non-union salaried formula until December 31, 2010.

Valor union participants:

The sum of (i) and (ii) below:

(i) 1.35% of average annual compensation multiplied by accredited service.

(ii) Minimum annual benefit based on table below:

Years of Accredited Service	Minimum Annual Benefit
15 but less than 20	$5,429
20 but less than 25	$7,046
25 but less than 30	$8,663
30 but less than 35	$10,280
35 but less than 40	$11,897
40 or more	$13,515

CTC participants:

The sum of (i) and (ii) below:

(i) 1.1% of average annual compensation multiplied by creditable service (up to 40 years).

(ii) 0.65% of average annual compensation in excess of the Social Security integration level multiplied by creditable service (up to 35 years).

Benefit accruals under the Plan for all former CTC participants were frozen as of December 31, 2007.

SCHEDULE SB ATTACHMENTS

D&E Non-union participants:

Upon normal retirement, a member receives a monthly retirement benefit which is equal to 1.1% of the member's average pensionable compensation up to and including covered compensation plus 1.5% of the member's average pensionable compensation in excess of covered compensation multiplied by his years of credited service ("New Formula") through September 30, 2006.

For members of the D&E Plan before the merger hired prior to December 31, 1999, a member receives a monthly benefit equal to 1.6% of the member's average pensionable compensation multiplied by his years of credited service through September 30, 2006.

For members of the D&E Plan before the merger and hired between January 1, 2000 and December 31, 2003, a member receives 1.6% of the member's average pensionable compensation earned through December 31, 2003 multiplied by his years of credited service earned through December 31, 2003 ("D&E Post 2000 Formula") plus the greater of 1) D&E Post 2000 Formula and 2) New Formula for service beginning January 1, 2004 through September 30, 2006.

For members of the Buffalo Valley Plan prior to December 31, 2003, a member receives a monthly retirement benefit which is equal to 1% of the member's average pensionable compensation multiplied by credited service through December 31, 2003 plus the New Formula for service beginning January 1, 2004 through September 30, 2006.

For members of the Conestoga Plan prior to December 31, 2003, a member receives a monthly retirement benefit which is equal to 1.0% of average pensionable compensation multiplied by the first 20 years of credited service earned through December 31, 2003; plus 1.1% of average pensionable compensation multiplied by credited service in excess of 20 years but less than 30 years earned through December 31, 2003; plus 1.3% of average pensionable compensation multiplied by credited service in excess of 30 years but less than 40 years earned through December 31, 2003; plus 1.0% of average pensionable compensation multiplied by any remaining years of credited service earned through December 31, 2003 ("CTT Formula") plus the greater of 1) additional benefit that would have been earned under the CTT Formula and 2) benefit that would be earned under the New Formula for service beginning January 1, 2004 through September 30, 2006.

In no event may a member who was a participant of the retirement plan in effect on December 31, 2003, receive less than the normal retirement benefit he would have received had he retired on such date.

SCHEDULE SB ATTACHMENTS

For service after October 1, 2006, upon normal retirement, a member receives a monthly retirement benefit which is equal to 1.1% of the member's average pensionable compensation multiplied by his years of credited service beginning October 1, 2006.

Benefit accruals for all former D&E Non-union participants were frozen as of December 31, 2009.

D&E union participants:

Annual accrued benefit: 1.0% of average annual compensation multiplied by the first 20 years of benefit service; plus 1.2% of average annual compensation multiplied by benefit service in excess of 20 years but less than 30 years; plus 1.3% of average annual compensation multiplied by benefit service in excess of 30 years but less than 40 years; plus 1.0% of average annual compensation multiplied by any remaining years of benefit service; plus, for those hired prior to July 7, 2005, $48 multiplied by the number of years of benefit service.

Benefit accruals for all former D&E union participants were frozen as of December 31, 2009.

Iowa Telecom hourly participants:

1.35% of average annual compensation multiplied by accredited service, but not less than minimum benefits outlined below:

Accredited service	Non-IBEW participants	IBEW participants
15-19.9999	$4,700	$4,350
20-24.9999	6,100	5,650
25-29.9999	7,500	6,950
30-34.9999	8,900	8,250
35-39.9999	10,300	9,550
40+	11,700	10,850

For former Contel employees: benefits based on the greater of:

- The sum of the frozen Contel benefit and the benefit determined from formula above (ignoring minimum) based on service that excludes Contel accredited service.
- The benefit from formula above that includes Contel accredited service.

Benefit accruals for Iowa participants covered by CWA 7172 were frozen as of June 30, 2016. Accruals for IBEW participants were frozen as of January 1, 2018.

SCHEDULE SB ATTACHMENTS

Iowa Telecom salaried participants:

Frozen accrued benefit as of June 30, 2005.

Monthly preretirement death benefit

50% of the monthly pension benefit as of the participant's date of death payable to the spouse on the participant's earliest possible commencement date, as if the death date was a termination date.

Eligibility for Benefits

Normal retirement

Retirement on NRD.

Early retirement

Retirement prior to NRD after attainment of the following:

Earlier of 1) age 55 and 20 years of vesting service, or 2) age 60 and 15 years of vesting service.

IBEW and CWA National Pension participants:

Earlier of 1) age 55 and 20 years of vesting service, 2) age 60 and 15 years of vesting service, or 3) 30 years of vesting service.

Verizon union and former Valor participants:

Earlier of 1) 30 years of accredited service, or 2) age plus accredited service greater than or equal to 76 (with at least 15 years of accredited service).

Aliant union participants:

Earlier of 1) 30 years of accredited service, 2) age 50 and 25 years of net credited service, or 3) age 55 and 20 years of net credited service.

CTC participants:

Age 55 and 20 years of vesting service.

D&E Non-union participants:

Age 55 and 5 years of credited service.

D&E union participants:

Earlier of 1) 55 and 10 years of vesting service, 2) 30 years of vesting service, or 3) age (at least 55) and years of vesting service (at least 5) totalling 80 or more.

Iowa Telecom participants:

Salaried: age plus accredited service greater than or equal to 76 (with at least 15 years of accredited service).

	Hourly: Earlier of 1) 30 years of accredited service, or 2) age plus accredited service greater than or equal to 76 (with at least 15 years of accredited service).
Postponed retirement	Retirement after NRD.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service. **D&E Non-union participants:** Termination for reasons other than death or retirement after completing five years of credited service.
Disablement	For participants covered by a collective bargaining agreement and not covered under an employer-sponsored long-term disability plan: 10 years of vesting service and permanent and total disability prior to NRD. **Verizon union participants:** 15 years of vesting service and a disability which, in the opinion of the Committee and based on proper medical evidence, renders the employee unable to perform any occupation for which he is reasonably qualified and such disability is expected to be permanent. **Iowa Telecom union and Valor union participants:** For participants covered by a collective bargaining agreement, disability after attainment of 15 years of accredited service, and qualification for Social Security disability benefits.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	Monthly pension benefit reduced by the early retirement reduction defined below: "55/20" early retirement: 0.25% for each complete calendar month preceding the month in which participant attains age 60. "60/15" early retirement: 0.25% for each complete calendar month preceding the month in which participant attains age 65.

SCHEDULE SB ATTACHMENTS

IBEW/CWA National Pension participants: No reduction upon attainment of 30 years of vesting service.

Verizon union and former Valor participants: 0.25% for each complete calendar month preceding the month in which the participant attains age 55; there is no reduction upon attainment of 30 years of accredited service.

Aliant union participants: 0.5% for each complete calendar month preceding the month in which the participant attains age 55; there is no reduction upon attainment of 30 years of net credited service.

CTC participants: 1/180th for each of the first 60 complete calendar months and 1/360th for each of the next 60 complete calendar months by which the commencement date precedes NRD.

D&E Non-union participants: 0.5% for each of the first 60 complete calendar months and 0.333% for each additional complete calendar month by which the commencement date precedes NRD. If the member was i) hired on or before December 31, 1999 or ii) was part of the Buffalo Valley Plan or Conestoga Plan on or before December 31, 2003, and has attained age 55 and his age plus years of credited service at date of early retirement equal or exceed 80, his early retirement benefit is payable immediately with no reduction for the earlier commencement date.

D&E union participants: 1/180th for each of the first 60 complete calendar months and 1/360th for each of the next 60 complete calendar months by which the commencement date precedes NRD. If the participant attained 30 years of vesting service or has age (at least 55) and years of vesting service (at least 5) totalling 80 or more, the participant is entitled to receive an unreduced early retirement benefit commencing at his early retirement date.

Iowa Telecom participants: 0.25% for each complete calendar month preceding age 55 (maximum reduction of 18%).If minimum benefit applies, then no reduction will be made. For hourly participants, there is no reduction for early retirement if 30 years of accredited service has been completed.

Postponed retirement

Monthly pension benefit determined as of actual retirement date.

Vested termination

Monthly pension benefit determined as of termination date.

Benefit may commence upon attainment of earlier of 1) age 55 and 20 years of vesting service, or 2) age 60 and 15 years of vesting service in an amount equal to the monthly pension benefit reduced 0.5% for each complete calendar month by which the commencement date precedes NRD.

SCHEDULE SB ATTACHMENTS

Former Valor participants:

Monthly pension benefit determined as of termination date, except that the annual minimum pension for union employees is based on the accredited service projected to NRD then multiplied by the ratio of actual vesting service over vesting service projected to NRD. A reduced pension may be elected if the participant's age plus accredited service is 76 or more (with at least 15 years of accredited service). Alternatively, a reduced pension may be elected at age 55 or later if the participant has attained 10 years of accredited service. The early commencement reduction is 6.67% for the first five years, 5% for the next five years, 3.33% for the next five years by which the commencement date precedes NRD plus an actuarial equivalent reduction for any remaining years of early commencement.

Former CTC participants:

Monthly pension benefit determined as of termination date.

Benefit may commence upon attainment of age 55 and 20 years of vesting service in an amount equal to the monthly pension benefit reduced 1/180th for each of the first 60 complete calendar months and 1/360th for each of the next 60 complete calendar months by which the commencement date precedes NRD.

Former D&E Non-union participants:

Monthly pension benefit determined as of termination date.

Benefit may commence upon attainment of age 55 in an amount equal to the monthly pension benefit reduced in a manner consistent with that used in determining the early retirement benefit.

Former D&E union participants:

Monthly pension benefit determined as of termination date.

Benefit may commence upon attainment of age requirement for an early retirement benefit in an amount equal to the monthly pension benefit reduced in a manner consistent with that used in determining the early retirement benefit.

Iowa Telecom participants:

Monthly pension benefit determined as of termination date, except that the annual minimum pension is based on the accredited service projected to NRD then multiplied by the ratio of actual vesting service over vesting service projected to NRD. A reduced pension may be elected if the participant's age plus accredited service is 76 or more (with at least 15 years of accredited service); in this case, the reductions are the same as those for early retirement. Alternatively, an actuarially reduced pension may be elected at age 55 or later if the participant has attained 10 years of accredited service.

SCHEDULE SB ATTACHMENTS

Disablement

Monthly pension benefit determined as of the date of disablement, reduced according to the early retirement provisions of the plan.

Verizon union participants:

Monthly pension benefit determined as of the date of disablement unreduced for commencement prior to NRD.

D&E Non-union participants:

None.

D&E union participants:

Monthly pension benefit payable immediately based on compensation and service as of date of disability.

Iowa Telecom union and Valor union participants:

Monthly pension benefit determined as of the date of disablement unreduced for commencement prior to NRD.

Preretirement death

Monthly preretirement death benefit reduced according to the early retirement provisions of the plan.

Valor participants:

The spouse of a participant who dies in active service or after becoming eligible for a disability pension may begin payment on first of any month following the death of the participant.

Iowa Telecom participants:

The spouse of a participant who dies in active service may begin unreduced payment on first of any month following the death of the participant.

The spouse of a vested participant who dies prior to payment of benefits may begin payment on first of any month following the death of the participant (not earlier than earliest retirement date). Payments prior to NRD will be reduced based on the reductions described for early or vested termination retirement.

Other Plan Provisions

Actuarial equivalence

Windstream non-union and union participants:

5% interest rate and RP-2000 Combined, Healthy Mortality Tables projected to 2010 using Scale AA equally weighted for male and female mortality and reflecting a blend of 25% blue collar and 75% white collar rates.

SCHEDULE SB ATTACHMENTS

D&E Non-union, D&E union, and all other union participants:

Various bases as defined by plan.

Iowa Telecom participants:

For monthly optional forms of payment, 7% interest rate and TPF&C 1971 Group Forecast Mortality Table for males with ages set back two years for participants and four years for beneficiaries.

Forms of payment

Optional forms of payment are a 100% joint and survivor annuity, 50% joint and survivor annuity, or 10-year certain and life annuity.

For participants covered by a collective bargaining agreement, the following optional forms of payment are also available:

(i) A reduced Pension payable during the joint lifetime of the Participant and the Participant's Spouse, and continuing thereafter in the same reduced amount for the life of the Spouse, or in the original unreduced amount for the life of the Participant.

(ii) A reduced Pension payable during the joint lifetime of the Participant and the Participant's Spouse and continuing thereafter in an amount which is 50% of that reduced amount for the life of the Spouse, or in the original unreduced amount for the life of the Participant.

Optional forms of payment for prior plan benefits are defined in the plan.

IBEW/CWA National Pension and Aliant union participants: in addition to the above, participants are eligible to receive a lump sum form of payment.

D&E Non-union participants: optional forms of payment are a single life annuity, joint and survivor annuity with 50%, 75%, or 100% continued, life annuity with 5, 10, or 15-year certain period. Benefits accrued as of June 30, 1997 under the Buffalo Valley Plan can be paid in the form of a lump sum.

D&E union participants: optional forms of payment are a single life annuity, joint and survivor annuity with 50%, 75%, or 100% continued, life annuity with 5, 10, or 15-year certain period.

Iowa Telecom participants: optional forms of payment are a lump sum, joint and survivor annuity with 33-1/3%, 50%, 66-2/3%, 75%, or 100% continued, and life annuity with a 5-year certain period.

Pension Increases

None.

SCHEDULE SB ATTACHMENTS

Participant contributions	None.
Limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not assumed for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining the results contained within this report.

Changes in Benefits Valued Since Prior Year

None.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Change in Actuarial Assumptions

The assumed plan-related expenses added to the target normal cost were changed from $6,060,000 for the prior valuation to $5,060,000 for the current valuation to account for lower expected expenses to be paid from the trust.

The salary scale was updated from 3.00% in the prior valuation to 3.30% in the current valuation.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2025

	Attained Years of Credited Service[1]										
Attained Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	Total
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	2	0	0	0	0	0	0	0	2
35-39	1	3	9	5	4	0	0	0	0	0	22
40-44	1	33	18	13	20	12	1	0	0	0	98
45-49	1	49	79	26	38	39	16	0	0	0	248
50-54	0	34	99	44	51	43	26	0	0	0	297
55-59	0	33	72	49	45	40	29	7	0	0	275
60-64	0	5	37	48	43	53	43	18	11	3	261
65-69	0	2	11	15	6	11	12	13	5	8	83
70 & over	0	2	0	2	1	1	1	2	3	0	12
Total	3	161	327	202	208	199	128	40	19	11	1,298

[1] Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Windstream Pension Plan
EIN / PN: 85-2049794/001
Plan Sponsor: Uniti Services LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2025

Number accruing pay-related benefits and average plan compensation limited by IRC §401(a)(17) distributed by attained age and attained years of credited service

	Attained Years of Credited Service[2]										
Attained Age	**Under 1**	**1-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & Over**	**Total**
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
35-39	0	0	0	1	4	0	0	0	0	0	5
	-	-	-	-	-	-	-	-	-	-	-
40-44	0	0	0	4	14	11	1	0	0	0	30
	-	-	-	-	-	-	-	-	-	-	79,197
45-49	0	0	0	7	22	34	14	0	0	0	77
	-	-	-	-	77,435	80,344	-	-	-	-	79,379
50-54	0	0	0	2	18	32	17	0	0	0	69
	-	-	-	-	-	79,489	-	-	-	-	79,241
55-59	0	0	0	8	10	14	15	4	0	0	51
	-	-	-	-	-	-	-	-	-	-	78,739
60-64	0	0	0	3	10	11	6	1	3	2	36
	-	-	-	-	-	-	-	-	-	-	80,015
65-69	0	0	0	0	1	3	1	0	0	6	11
	-	-	-	-	-	-	-	-	-	-	-
70 & over	0	2	0	1	0	0	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
Total	0	2	0	26	79	105	54	5	3	8	282
	-	-	-	78,625	77,904	80,140	79,406	-	-	-	79,401

[2] Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Windstream Pension Plan
EIN / PN: 85-2049794/001
Plan Sponsor: Uniti Services LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	895,021	301,760	40,986,350	42,183,131
2026	2,380,122	759,338	39,717,876	42,857,336
2027	3,501,172	1,037,291	38,372,351	42,910,814
2028	4,514,569	1,260,322	37,012,190	42,787,081
2029	5,395,008	1,496,277	35,657,140	42,548,425
2030	6,127,476	1,734,519	34,288,438	42,150,433
2031	6,748,552	1,941,183	32,899,362	41,589,097
2032	7,290,237	2,142,413	31,477,540	40,910,190
2033	7,826,404	2,334,470	29,996,430	40,157,304
2034	8,328,111	2,532,897	28,495,759	39,356,767
2035	8,752,637	2,727,849	26,990,329	38,470,815
2036	9,164,950	2,956,732	25,473,283	37,594,965
2037	9,527,568	3,153,414	23,938,363	36,619,345
2038	9,820,395	3,269,177	22,391,569	35,481,141
2039	10,071,187	3,377,447	20,841,030	34,289,664
2040	10,283,357	3,474,176	19,295,661	33,053,194
2041	10,446,076	3,539,586	17,765,566	31,751,228
2042	10,570,606	3,563,387	16,261,430	30,395,423
2043	10,662,028	3,573,547	14,794,035	29,029,610
2044	10,694,200	3,562,434	13,373,753	27,630,387
2045	10,675,506	3,494,309	12,010,120	26,179,935
2046	10,588,316	3,403,361	10,711,700	24,703,377
2047	10,442,717	3,320,544	9,485,959	23,249,220
2048	10,220,285	3,211,439	8,339,003	21,770,727
2049	9,910,371	3,085,940	7,275,406	20,271,717
2050	9,566,437	2,959,857	6,298,150	18,824,444
2051	9,201,437	2,824,272	5,408,618	17,434,327
2052	8,809,753	2,688,413	4,606,661	16,104,827
2053	8,393,600	2,543,571	3,890,670	14,827,841
2054	7,961,051	2,387,046	3,257,709	13,605,806
2055	7,515,169	2,228,762	2,703,743	12,447,674
2056	7,054,112	2,068,326	2,223,856	11,346,294
2057	6,587,918	1,908,689	1,812,462	10,309,069
2058	6,123,550	1,751,101	1,463,517	9,338,168
2059	5,663,053	1,596,740	1,170,718	8,430,511
2060	5,208,540	1,446,716	927,690	7,582,946
2061	4,764,150	1,302,064	728,166	6,794,380
2062	4,332,543	1,163,738	566,134	6,062,415

Plan Name: Windstream Pension Plan
EIN / PN: 85-2049794/001
Plan Sponsor: Uniti Services LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

2063	3,916,204	1,032,579	435,977	5,384,760
2064	3,517,442	909,275	332,555	4,759,272
2065	3,138,261	794,385	251,254	4,183,900
2066	2,780,432	688,329	188,018	3,656,779
2067	2,445,430	591,366	139,342	3,176,138
2068	2,134,426	503,599	102,263	2,740,288
2069	1,848,248	424,977	74,313	2,347,538
2070	1,587,327	355,308	53,464	1,996,099
2071	1,351,723	294,263	38,073	1,684,059
2072	1,141,095	241,386	26,829	1,409,310
2073	954,731	196,128	18,701	1,169,560
2074	791,580	157,840	12,890	962,310

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2025

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
Shortfall	01/01/2025	(19,865,168)	15.00000	(19,865,168)	(1,852,237)
Shortfall	01/01/2024	(5,366,327)	14.00000	(4,999,627)	(488,230)
Shortfall	01/01/2023	151,995,570	13.00000	135,439,283	13,919,862
Total				110,574,488	11,579,395

Plan Name: Windstream Pension Plan
EIN / PN: 85-2049794/001
Plan Sponsor: Uniti Services LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2025

All Participants		
Age	Retirement Rate	Probability Of Retirement
55	5.00%	5.00%
56	6.00%	5.70%
57	7.00%	6.25%
58	7.00%	5.81%
59	8.00%	6.18%
60	10.00%	7.11%
61	10.00%	6.40%
62	15.00%	8.63%
63	20.00%	9.79%
64	25.00%	9.79%
65	30.00%	8.81%
66	35.00%	7.19%
67	35.00%	4.68%
68	100.00%	8.68%
		100.00%
Weighted Average Retirement Age: 61.97		

Plan Name: Windstream Pension Plan
EIN / PN: 85-2049794/001
Plan Sponsor: Uniti Services LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	895,021	301,760	40,986,350	42,183,131
2026	2,380,122	759,338	39,717,876	42,857,336
2027	3,501,172	1,037,291	38,372,351	42,910,814
2028	4,514,569	1,260,322	37,012,190	42,787,081
2029	5,395,008	1,496,277	35,657,140	42,548,425
2030	6,127,476	1,734,519	34,288,438	42,150,433
2031	6,748,552	1,941,183	32,899,362	41,589,097
2032	7,290,237	2,142,413	31,477,540	40,910,190
2033	7,826,404	2,334,470	29,996,430	40,157,304
2034	8,328,111	2,532,897	28,495,759	39,356,767
2035	8,752,637	2,727,849	26,990,329	38,470,815
2036	9,164,950	2,956,732	25,473,283	37,594,965
2037	9,527,568	3,153,414	23,938,363	36,619,345
2038	9,820,395	3,269,177	22,391,569	35,481,141
2039	10,071,187	3,377,447	20,841,030	34,289,664
2040	10,283,357	3,474,176	19,295,661	33,053,194
2041	10,446,076	3,539,586	17,765,566	31,751,228
2042	10,570,606	3,563,387	16,261,430	30,395,423
2043	10,662,028	3,573,547	14,794,035	29,029,610
2044	10,694,200	3,562,434	13,373,753	27,630,387
2045	10,675,506	3,494,309	12,010,120	26,179,935
2046	10,588,316	3,403,361	10,711,700	24,703,377
2047	10,442,717	3,320,544	9,485,959	23,249,220
2048	10,220,285	3,211,439	8,339,003	21,770,727
2049	9,910,371	3,085,940	7,275,406	20,271,717
2050	9,566,437	2,959,857	6,298,150	18,824,444
2051	9,201,437	2,824,272	5,408,618	17,434,327
2052	8,809,753	2,688,413	4,606,661	16,104,827
2053	8,393,600	2,543,571	3,890,670	14,827,841
2054	7,961,051	2,387,046	3,257,709	13,605,806
2055	7,515,169	2,228,762	2,703,743	12,447,674
2056	7,054,112	2,068,326	2,223,856	11,346,294
2057	6,587,918	1,908,689	1,812,462	10,309,069
2058	6,123,550	1,751,101	1,463,517	9,338,168
2059	5,663,053	1,596,740	1,170,718	8,430,511
2060	5,208,540	1,446,716	927,690	7,582,946
2061	4,764,150	1,302,064	728,166	6,794,380
2062	4,332,543	1,163,738	566,134	6,062,415

Plan Name: Windstream Pension Plan
EIN / PN: 85-2049794/001
Plan Sponsor: Uniti Services LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

2063	3,916,204	1,032,579	435,977	5,384,760
2064	3,517,442	909,275	332,555	4,759,272
2065	3,138,261	794,385	251,254	4,183,900
2066	2,780,432	688,329	188,018	3,656,779
2067	2,445,430	591,366	139,342	3,176,138
2068	2,134,426	503,599	102,263	2,740,288
2069	1,848,248	424,977	74,313	2,347,538
2070	1,587,327	355,308	53,464	1,996,099
2071	1,351,723	294,263	38,073	1,684,059
2072	1,141,095	241,386	26,829	1,409,310
2073	954,731	196,128	18,701	1,169,560
2074	791,580	157,840	12,890	962,310

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions

The most recent amendment reflected in the following plan provisions was effective December 31, 2024.

Covered employees

Employees covered by a collectively bargained agreement that are eligible to participate. However, employees covered under the National Pension Bargaining Agreement that are hired (or rehired) after February 29, 2012 are not eligible to participate in the plan. Also, Aliant CBA employees hired after October 31, 2013 who elect not to participate in the plan and Aliant CBA employees hired after October 16, 2016 are not covered.

Employees who were:

- Participants under the former Alltel Plan or Valor Plan on December 31, 2005, had attained age 40 with two or more years of vesting service as of December 31, 2005, and were employees of Windstream on or after June 21, 2006 and before January 1, 2007; or
- Participants of the Pension Plan of the Concord Telephone Company (CTC) on December 31, 2007; or
- Participants of the D&E Communications, Inc. Employees' Retirement Plan (D&E Non-union) and The Conestoga Telephone & Telegraph Company Pension Plan for Members of Local 1671 (D&E union) on December 31, 2009.
- Former GTE employees who transferred employment to Iowa Telecom on July 1, 2000, members of the CWA who were hired between July 1, 2000 and December 31, 2000 and members of the IBEW who were hired between July 1, 2000 and May 31, 2001.
- The following employees are not eligible to participate:
- Employees covered by a collective bargaining agreement unless it is agreed that such employees would be eligible to participate in the plan;
- Employees covered by an agreement with the company which prohibits inclusion in the plan;
- Leased employees;
- Any person who is not treated as an employee for purposes of Internal Revenue Code Section 3401;
- Non-resident aliens who receive no earned income from the Employer;
- Employees of Affiliated Employers unless such Affiliated Employers have specifically adopted this plan in writing; and

- Employees of Wavetel, L.C.C. effective June 13, 2000.

Participation date

Date following completion of 1,000 hours of service during the year following the date of first hour of service, or any plan year with greater than 1,000 hours of service.

For Valor participants, date of hire if they complete 1,000 hours in first year of service.

For CTC participants, the January 1 or July 1 coincident with or next following the attainment of age 21 and completion of one year of service.

For D&E Non-union and D&E union plan participants as of December 31, 2009, January 1, 2010.

Other than employees covered by a collectively bargained agreement, former Valor participants, or CTC participants, no person shall become a participant in the Plan after December 31, 2005.

Employees covered by the National Pension Bargaining Agreement that are hired (or rehired) after February 29, 2012 are not eligible to participate in the plan.

Aliant union employees hired after October 31, 2013 who elect not to participate in the plan will not become participants.

Valor union employees hired (or rehired) after February 28, 2014 are not eligible to participate in the plan.

Aliant union employees hired after October 16, 2016 will not become participants.

Definitions

Vesting service

One year for each plan year during which an employee has completed 1,000 hours of service.

For Valor participants:

- Service prior to January 1, 2007: number of whole one-year periods of vesting service credited under the Valor Plan as of December 31, 2006.
- Service after January 1, 2007: credited one year for each plan year during which an employee has completed 1,000 hours of service.

For D&E participants, elapsed time from date of completion of one hour of service to date of termination.

SCHEDULE SB ATTACHMENTS

Benefit service

One year for each plan year during which an employee has completed 2,000 hours of service, with one-twelfth year granted for each 166-2/3 hours of service completed for each plan year with less than 2,000 hours but at least 1,000 hours of service.

For non-bargaining participants:

- Benefit service was frozen December 31, 2005 for participants who did not attain age 40 and two years of vesting service as of December 31, 2005.
- Benefit service was frozen December 31, 2010 for participants who attained age 40 and two years of vesting service as of December 31, 2005.

For National Pension participants:

- IBEW: Benefit service is frozen upon the later of January 1, 2018 or attainment of 30 years of vesting service.
- CWA: Benefit service is frozen upon the later of July 8, 2018 or attainment of 30 years of vesting service.

For participants who opted out of future benefit accruals (by voluntary or default election), benefit service is frozen as of the applicable opt-out date.

Accredited service

Accredited service is determined on a calendar year basis with fractional credit based on hours of service and customary hours worked (usually 2,080).

- For former Contel employees, accredited service includes the period of accredited service recognized under the Contel Pension Plan, if any, prior to the date of transfer to coverage under this plan.
- For former Valor participants of the Kerrville plan, accredited service accruals begin January 1, 2003.
- For former Valor participants who transferred from GTE Southwest, accredited service includes the period of credited service recognized under the pension plans sponsored by GTE Southwest, if any, prior to the date of transfer to coverage under this plan.

Accredited service was frozen effective June 30, 2005 for salaried participants in the former Iowa Telecom Pension Plan.

Accredited service was frozen effective June 30, 2016 for CWA union employees and January 1, 2018 for IBEW union employees in the former Iowa Telecom Pension Plan.

For participants who opted out of future benefit accruals (by voluntary or default election), accredited service is frozen as of the applicable opt-out date.

SCHEDULE SB ATTACHMENTS

Creditable service

For former CTC participants, creditable service includes the period of credited service recognized under the CTC Plan, if any, prior to the date of transfer to coverage under this plan.

Creditable service was frozen effective December 31, 2007 for former CTC participants.

Credited service

For D&E Non-union and union participants, elapsed time from date of completion of one hour of service to the earlier of date of termination and December 31, 2009.

For Aliant union participants, elapsed time worked from original employment date to the earlier of termination date and December 31, 2018.

For participants who opt out of future benefit accruals (by voluntary or default election), credited service is frozen as of the applicable opt-out date.

Compensation

Total wages plus deferred compensation amounts, excluding non-wage taxable fringe benefits.

For non-bargaining participants, compensation after December 31, 2005 will not be considered for participants who did not attain age 40 and two years of vesting service as of December 31, 2005.

For non-bargaining participants, compensation after December 31, 2010 will not be considered for participants who attained age 40 and two years of vesting service as of December 31, 2005.

For former CTC participants, compensation after December 31, 2007 will not be considered.

For D&E Non-union and union participants, compensation after December 31, 2009 will not be considered.

For hourly participants in the former Iowa Telecom Pension Plan, base rate of pay plus bonuses paid based on company performance and certain sales commissions. Compensation will not be considered after June 30, 2016 for Iowa CWA participants and after January 1, 2018 for Iowa IBEW participants.

For IBEW National Pension participants, compensation will not be considered after the later of January 1, 2018 or attainment of 30 years of vesting service.

For CWA National Pension participants, compensation will not be considered after the later of July 8, 2018 or attainment of 30 years of vesting service.

For participants who opt out of future benefit accruals (by voluntary or default election), compensation will not be considered after the applicable opt-out date.

SCHEDULE SB ATTACHMENTS

Average annual compensation	Average of the highest five consecutive years' compensation. For all D&E union participants and D&E Non-union participants hired on or before December 31, 1999 or after December 31, 2003: average of highest five consecutive years' compensation during the last ten years of credited service. For D&E Non-union participants hired on or after January 1, 2000 and before December 31, 2003: average of all years' compensation earned during entire period of credited service.
Benefit percentage	The sum of the percentage accrual rates applicable to each year of benefit accrual service as set forth in the plan.
Normal form of benefit	Single participants: single life annuity. Married participants: 50% joint and survivor annuity; if the spouse of a D&E union participant predeceases a participant within two years after payments commence, the amount of the annuity reverts back to amount payable under the single life annuity option. Former Kerrville plan benefit: 10-year certain and life annuity.
Social Security integration level	The 35-year average annual earnings with respect to which Primary Social Security benefits would be payable assuming that earnings were equal to the maximum taxable wage base each year prior to termination of employment and the employee were age 65 on the date employment terminates.
Normal retirement date (NRD)	First of month coincident or next following age 65 and completion of five years of vesting service. **Verizon union participants**: First of month coincident or next following age 65 and completion of five years of vesting service if hired after age 60. **CTC participants and D&E Non-union participants** : First of month coincident or next following age 65.

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

The annual accrued benefit as defined below divided by 12:

National Pension Bargaining Agreement union participants ("Windstream union"):

The greater of (i) and (ii) below:

(i) The benefit percentage multiplied by average annual compensation.

(ii) $120 for each year of benefit service.

For IBEW National Pension participants, benefit accruals are frozen upon the later of January 1, 2018 or attainment of 30 years of vesting service. For CWA National Pension participants, benefit accruals are frozen upon the later of July 8, 2018 or attainment of 30 years of vesting service.

Alltel union participants:

The greater of (i) and (ii) below:

(i) The benefit percentage multiplied by average annual compensation.

(ii) $120 for each year of benefit service.

Former GTE union participants:

The sum of (i), (ii), and (iii) below:

(i) 1.35% of average annual compensation multiplied by accredited service as of March 3, 1995.

(ii) For the periods March 4, 1995 to May 23, 1998 (IBEW group) and March 4, 1995 to March 30, 1999 (CWA group), the greater of (a) and (b) below:

  (a) The benefit percentage multiplied by average annual compensation.

  (b) $10 for each year of benefit service.

(iii) For each year of benefit service beginning May 24, 1998 (IBEW group) and beginning March 31, 2009 (CWA group), the sum of (a) and (b) below:

  (a) 1% of compensation.

  (b) 0.4% of compensation in excess of the Social Security taxable wage base.

SCHEDULE SB ATTACHMENTS

Non-union salaried participants:

The sum of (i), (ii), and (iii) below:

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

(a) The benefit percentage at December 31, 1987 multiplied by average annual compensation at December 31, 1987.

(b) $10 for each year of benefit service at December 31, 1987.

(ii) 0.4% of average annual compensation (average rate of compensation for the highest three consecutive years during the period of service beginning January 1, 1966 and ending December 31, 1987) in excess of Social Security covered compensation multiplied by benefit service as of December 31, 1987.

(iii) For each year of benefit service after December 31, 1987, the sum of (a) and (b) below:

(a) 1% of compensation.

(b) 0.4% of compensation in excess of the Social Security taxable wage base.

Benefit accruals for non-union participants were frozen as of December 31, 2005 for participants who did not attain age 40 and two years of vesting service as of December 31, 2005.

Benefit accruals for non-union participants were frozen as of December 31, 2010 for participants who attained age 40 and two years of vesting service as of December 31, 2005.

Aliant union participants:

The greater of (i) and (ii) below:

(i) Minimum annual benefit based on table below:

Years of Credited Service	Minimum Annual Benefit
20 but less than 21	$1,830
21 but less than 22	$1,950
22 but less than 30	$2,040
30 but less than 40	$2,160
40 or more	$2,280

(ii) Credited service multiplied by multiplier(s) based on table below (pension band rates are as of January 1, 2007):

	Years of Credited Service		
Pension Band	First 25 years	Years 25.001 – 30	Years 30+
1 – 7	$418.44	$439.68	$460.56
8	$432.72	$454.32	$476.28
9	$447.00	$469.32	$491.52
10	$460.68	$484.32	$506.88
11	$474.84	$498.96	$522.60
12	$488.88	$513.48	$537.72
13	$503.28	$528.24	$553.56
14	$517.68	$543.00	$568.92
15	$531.12	$557.88	$584.28
16	$545.28	$572.88	$599.88
17	$559.44	$587.16	$615.60
18	$573.48	$602.40	$630.60
19	$587.28	$616.80	$646.44
20	$601.68	$631.80	$662.28
21	$615.84	$646.92	$677.40

Benefit accruals for all Aliant union participants were frozen as of December 31, 2018.

Verizon union participants (CWA and IBEW):

The greater of (i) and (ii) below:

(i) 1.35% of average annual compensation multiplied by accredited service.

(ii) Minimum annual benefit based on table below:

Years of Accredited Service	Minimum Annual Benefit
15 but less than 20	$7,200
20 but less than 25	$8,400
25 but less than 30	$9,240
30 but less than 35	$10,200
35 but less than 40	$11,280
40 or more	$12,480

SCHEDULE SB ATTACHMENTS

Valor non-union participants:

The greater of (i) and (ii) below:

(i) The sum of (a) and (b) below:

(a) 1.15% of average annual compensation up to the Social Security integration level multiplied by accredited service.

(b) 1.45% of average annual compensation in excess of the Social Security integration level multiplied by accredited service.

(ii) 1.35% of average annual compensation multiplied by accredited service.

Benefit accruals for all Valor non-union participants were frozen as of December 31, 2006. Participants who attained age 40 and two years of vesting service as of December 31, 2005 continue to accrue benefits under the Windstream non-union salaried formula until December 31, 2010.

Valor union participants:

The sum of (i) and (ii) below:

(i) 1.35% of average annual compensation multiplied by accredited service.

(ii) Minimum annual benefit based on table below:

Years of Accredited Service	Minimum Annual Benefit
15 but less than 20	$5,429
20 but less than 25	$7,046
25 but less than 30	$8,663
30 but less than 35	$10,280
35 but less than 40	$11,897
40 or more	$13,515

CTC participants:

The sum of (i) and (ii) below:

(i) 1.1% of average annual compensation multiplied by creditable service (up to 40 years).

(ii) 0.65% of average annual compensation in excess of the Social Security integration level multiplied by creditable service (up to 35 years).

Benefit accruals under the Plan for all former CTC participants were frozen as of December 31, 2007.

SCHEDULE SB ATTACHMENTS

D&E Non-union participants:

Upon normal retirement, a member receives a monthly retirement benefit which is equal to 1.1% of the member's average pensionable compensation up to and including covered compensation plus 1.5% of the member's average pensionable compensation in excess of covered compensation multiplied by his years of credited service ("New Formula") through September 30, 2006.

For members of the D&E Plan before the merger hired prior to December 31, 1999, a member receives a monthly benefit equal to 1.6% of the member's average pensionable compensation multiplied by his years of credited service through September 30, 2006.

For members of the D&E Plan before the merger and hired between January 1, 2000 and December 31, 2003, a member receives 1.6% of the member's average pensionable compensation earned through December 31, 2003 multiplied by his years of credited service earned through December 31, 2003 ("D&E Post 2000 Formula") plus the greater of 1) D&E Post 2000 Formula and 2) New Formula for service beginning January 1, 2004 through September 30, 2006.

For members of the Buffalo Valley Plan prior to December 31, 2003, a member receives a monthly retirement benefit which is equal to 1% of the member's average pensionable compensation multiplied by credited service through December 31, 2003 plus the New Formula for service beginning January 1, 2004 through September 30, 2006.

For members of the Conestoga Plan prior to December 31, 2003, a member receives a monthly retirement benefit which is equal to 1.0% of average pensionable compensation multiplied by the first 20 years of credited service earned through December 31, 2003; plus 1.1% of average pensionable compensation multiplied by credited service in excess of 20 years but less than 30 years earned through December 31, 2003; plus 1.3% of average pensionable compensation multiplied by credited service in excess of 30 years but less than 40 years earned through December 31, 2003; plus 1.0% of average pensionable compensation multiplied by any remaining years of credited service earned through December 31, 2003 ("CTT Formula") plus the greater of 1) additional benefit that would have been earned under the CTT Formula and 2) benefit that would be earned under the New Formula for service beginning January 1, 2004 through September 30, 2006.

In no event may a member who was a participant of the retirement plan in effect on December 31, 2003, receive less than the normal retirement benefit he would have received had he retired on such date.

For service after October 1, 2006, upon normal retirement, a member receives a monthly retirement benefit which is equal to 1.1% of the member's average pensionable compensation multiplied by his years of credited service beginning October 1, 2006.

Benefit accruals for all former D&E Non-union participants were frozen as of December 31, 2009.

D&E union participants:

Annual accrued benefit: 1.0% of average annual compensation multiplied by the first 20 years of benefit service; plus 1.2% of average annual compensation multiplied by benefit service in excess of 20 years but less than 30 years; plus 1.3% of average annual compensation multiplied by benefit service in excess of 30 years but less than 40 years; plus 1.0% of average annual compensation multiplied by any remaining years of benefit service; plus, for those hired prior to July 7, 2005, $48 multiplied by the number of years of benefit service.

Benefit accruals for all former D&E union participants were frozen as of December 31, 2009.

Iowa Telecom hourly participants:

1.35% of average annual compensation multiplied by accredited service, but not less than minimum benefits outlined below:

Accredited service	Non-IBEW participants	IBEW participants
15-19.9999	$4,700	$4,350
20-24.9999	6,100	5,650
25-29.9999	7,500	6,950
30-34.9999	8,900	8,250
35-39.9999	10,300	9,550
40+	11,700	10,850

For former Contel employees: benefits based on the greater of:

- The sum of the frozen Contel benefit and the benefit determined from formula above (ignoring minimum) based on service that excludes Contel accredited service.
- The benefit from formula above that includes Contel accredited service.

Benefit accruals for Iowa participants covered by CWA 7172 were frozen as of June 30, 2016. Accruals for IBEW participants were frozen as of January 1, 2018.

Iowa Telecom salaried participants:

Frozen accrued benefit as of June 30, 2005.

Monthly preretirement death benefit	50% of the monthly pension benefit as of the participant's date of death payable to the spouse on the participant's earliest possible commencement date, as if the death date was a termination date.

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement prior to NRD after attainment of the following: Earlier of 1) age 55 and 20 years of vesting service, or 2) age 60 and 15 years of vesting service.

IBEW and CWA National Pension participants:

Earlier of 1) age 55 and 20 years of vesting service, 2) age 60 and 15 years of vesting service, or 3) 30 years of vesting service.

Verizon union and former Valor participants:

Earlier of 1) 30 years of accredited service, or 2) age plus accredited service greater than or equal to 76 (with at least 15 years of accredited service).

Aliant union participants:

Earlier of 1) 30 years of accredited service, 2) age 50 and 25 years of net credited service, or 3) age 55 and 20 years of net credited service.

CTC participants:

Age 55 and 20 years of vesting service.

D&E Non-union participants:

Age 55 and 5 years of credited service.

D&E union participants:

Earlier of 1) 55 and 10 years of vesting service, 2) 30 years of vesting service, or 3) age (at least 55) and years of vesting service (at least 5) totalling 80 or more.

Iowa Telecom participants:

Salaried: age plus accredited service greater than or equal to 76 (with at least 15 years of accredited service).

	Hourly: Earlier of 1) 30 years of accredited service, or 2) age plus accredited service greater than or equal to 76 (with at least 15 years of accredited service).
Postponed retirement	Retirement after NRD.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service. **D&E Non-union participants:** Termination for reasons other than death or retirement after completing five years of credited service.
Disablement	For participants covered by a collective bargaining agreement and not covered under an employer-sponsored long-term disability plan: 10 years of vesting service and permanent and total disability prior to NRD. **Verizon union participants:** 15 years of vesting service and a disability which, in the opinion of the Committee and based on proper medical evidence, renders the employee unable to perform any occupation for which he is reasonably qualified and such disability is expected to be permanent. **Iowa Telecom union and Valor union participants:** For participants covered by a collective bargaining agreement, disability after attainment of 15 years of accredited service, and qualification for Social Security disability benefits.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	Monthly pension benefit reduced by the early retirement reduction defined below: “55/20” early retirement: 0.25% for each complete calendar month preceding the month in which participant attains age 60. “60/15” early retirement: 0.25% for each complete calendar month preceding the month in which participant attains age 65.

Plan Name:	Windstream Pension Plan
EIN / PN:	85-2049794/001
Plan Sponsor:	Uniti Services LLC
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

IBEW/CWA National Pension participants: No reduction upon attainment of 30 years of vesting service.

Verizon union and former Valor participants: 0.25% for each complete calendar month preceding the month in which the participant attains age 55; there is no reduction upon attainment of 30 years of accredited service.

Aliant union participants: 0.5% for each complete calendar month preceding the month in which the participant attains age 55; there is no reduction upon attainment of 30 years of net credited service.

CTC participants: 1/180th for each of the first 60 complete calendar months and 1/360th for each of the next 60 complete calendar months by which the commencement date precedes NRD.

D&E Non-union participants: 0.5% for each of the first 60 complete calendar months and 0.333% for each additional complete calendar month by which the commencement date precedes NRD. If the member was i) hired on or before December 31, 1999 or ii) was part of the Buffalo Valley Plan or Conestoga Plan on or before December 31, 2003, and has attained age 55 and his age plus years of credited service at date of early retirement equal or exceed 80, his early retirement benefit is payable immediately with no reduction for the earlier commencement date.

D&E union participants: 1/180th for each of the first 60 complete calendar months and 1/360th for each of the next 60 complete calendar months by which the commencement date precedes NRD. If the participant attained 30 years of vesting service or has age (at least 55) and years of vesting service (at least 5) totalling 80 or more, the participant is entitled to receive an unreduced early retirement benefit commencing at his early retirement date.

Iowa Telecom participants: 0.25% for each complete calendar month preceding age 55 (maximum reduction of 18%).If minimum benefit applies, then no reduction will be made. For hourly participants, there is no reduction for early retirement if 30 years of accredited service has been completed.

Postponed retirement

Monthly pension benefit determined as of actual retirement date.

Vested termination

Monthly pension benefit determined as of termination date.

Benefit may commence upon attainment of earlier of 1) age 55 and 20 years of vesting service, or 2) age 60 and 15 years of vesting service in an amount equal to the monthly pension benefit reduced 0.5% for each complete calendar month by which the commencement date precedes NRD.

SCHEDULE SB ATTACHMENTS

Former Valor participants:

Monthly pension benefit determined as of termination date, except that the annual minimum pension for union employees is based on the accredited service projected to NRD then multiplied by the ratio of actual vesting service over vesting service projected to NRD. A reduced pension may be elected if the participant's age plus accredited service is 76 or more (with at least 15 years of accredited service). Alternatively, a reduced pension may be elected at age 55 or later if the participant has attained 10 years of accredited service. The early commencement reduction is 6.67% for the first five years, 5% for the next five years, 3.33% for the next five years by which the commencement date precedes NRD plus an actuarial equivalent reduction for any remaining years of early commencement.

Former CTC participants:

Monthly pension benefit determined as of termination date.

Benefit may commence upon attainment of age 55 and 20 years of vesting service in an amount equal to the monthly pension benefit reduced 1/180th for each of the first 60 complete calendar months and 1/360th for each of the next 60 complete calendar months by which the commencement date precedes NRD.

Former D&E Non-union participants:

Monthly pension benefit determined as of termination date.

Benefit may commence upon attainment of age 55 in an amount equal to the monthly pension benefit reduced in a manner consistent with that used in determining the early retirement benefit.

Former D&E union participants:

Monthly pension benefit determined as of termination date.

Benefit may commence upon attainment of age requirement for an early retirement benefit in an amount equal to the monthly pension benefit reduced in a manner consistent with that used in determining the early retirement benefit.

Iowa Telecom participants:

Monthly pension benefit determined as of termination date, except that the annual minimum pension is based on the accredited service projected to NRD then multiplied by the ratio of actual vesting service over vesting service projected to NRD. A reduced pension may be elected if the participant's age plus accredited service is 76 or more (with at least 15 years of accredited service); in this case, the reductions are the same as those for early retirement. Alternatively, an actuarially reduced pension may be elected at age 55 or later if the participant has attained 10 years of accredited service.

SCHEDULE SB ATTACHMENTS

Disablement

Monthly pension benefit determined as of the date of disablement, reduced according to the early retirement provisions of the plan.

Verizon union participants:

Monthly pension benefit determined as of the date of disablement unreduced for commencement prior to NRD.

D&E Non-union participants:

None.

D&E union participants:

Monthly pension benefit payable immediately based on compensation and service as of date of disability.

Iowa Telecom union and Valor union participants:

Monthly pension benefit determined as of the date of disablement unreduced for commencement prior to NRD.

Preretirement death

Monthly preretirement death benefit reduced according to the early retirement provisions of the plan.

Valor participants:

The spouse of a participant who dies in active service or after becoming eligible for a disability pension may begin payment on first of any month following the death of the participant.

Iowa Telecom participants:

The spouse of a participant who dies in active service may begin unreduced payment on first of any month following the death of the participant.

The spouse of a vested participant who dies prior to payment of benefits may begin payment on first of any month following the death of the participant (not earlier than earliest retirement date). Payments prior to NRD will be reduced based on the reductions described for early or vested termination retirement.

Other Plan Provisions

Actuarial equivalence

Windstream non-union and union participants:

5% interest rate and RP-2000 Combined, Healthy Mortality Tables projected to 2010 using Scale AA equally weighted for male and female mortality and reflecting a blend of 25% blue collar and 75% white collar rates.

SCHEDULE SB ATTACHMENTS

D&E Non-union, D&E union, and all other union participants:

Various bases as defined by plan.

Iowa Telecom participants:

For monthly optional forms of payment, 7% interest rate and TPF&C 1971 Group Forecast Mortality Table for males with ages set back two years for participants and four years for beneficiaries.

Forms of payment

Optional forms of payment are a 100% joint and survivor annuity, 50% joint and survivor annuity, or 10-year certain and life annuity.

For participants covered by a collective bargaining agreement, the following optional forms of payment are also available:

(i) A reduced Pension payable during the joint lifetime of the Participant and the Participant's Spouse, and continuing thereafter in the same reduced amount for the life of the Spouse, or in the original unreduced amount for the life of the Participant.

(ii) A reduced Pension payable during the joint lifetime of the Participant and the Participant's Spouse and continuing thereafter in an amount which is 50% of that reduced amount for the life of the Spouse, or in the original unreduced amount for the life of the Participant.

Optional forms of payment for prior plan benefits are defined in the plan.

IBEW/CWA National Pension and Aliant union participants: in addition to the above, participants are eligible to receive a lump sum form of payment.

D&E Non-union participants: optional forms of payment are a single life annuity, joint and survivor annuity with 50%, 75%, or 100% continued, life annuity with 5, 10, or 15-year certain period. Benefits accrued as of June 30, 1997 under the Buffalo Valley Plan can be paid in the form of a lump sum.

D&E union participants: optional forms of payment are a single life annuity, joint and survivor annuity with 50%, 75%, or 100% continued, life annuity with 5, 10, or 15-year certain period.

Iowa Telecom participants: optional forms of payment are a lump sum, joint and survivor annuity with 33-1/3%, 50%, 66-2/3%, 75%, or 100% continued, and life annuity with a 5-year certain period.

Pension Increases

None.

SCHEDULE SB ATTACHMENTS

Participant contributions	None.
Limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not assumed for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining the results contained within this report.

Changes in Benefits Valued Since Prior Year

None.

WINDSTREAM PENSION PLAN
Schedule H, Line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Plan No. 001, EIN 85-2049794
As of December 31, 2025

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest collateral, par, or maturity value	(d) Cost	(e) Current Value
*	JPMorgan Chase Bank, N.A. US Government Money Market Fund	Money market fund	$ 28,337,296	$ 28,337,296
*	JPMorgan Chase Bank, N.A. Bilateral Swaps Collateral	Interest bearing cash	293,301	293,301
	Money Market Fund and Interest Bearing Cash		28,630,597	28,630,597
	BlackRock Russell 2000 Alpha Tilts Fund	Collective trust fund	9,935,222	12,793,657
	WTC-CIF II Core High Yield Bond II Portfolio	Investment trust fund	16,785,917	16,994,515
	MFS Heritage Trust Company Collective Investment Trust	Collective trust fund	25,423,586	32,612,803
	SEI Allspring Emerging Markets Collective Investment Trust	Collective trust fund	17,530,392	24,592,329
	State Street Russell 1000 Index Non-Lending Fund	Collective trust fund	68,577,398	93,507,436
	Collective and Other Trust Funds		138,252,515	180,500,740
	United States of America	Treasury bond, $12,100,000 par value, zero coupon rate due 05/15/2037	7,678,539	7,294,325
	United States of America	Treasury bond, $11,720,000 par value, zero coupon rate due 05/15/2045	4,326,174	4,550,993
	United States of America	Treasury bond, $10,500,000 par value, zero coupon rate due 11/15/2033	5,519,010	7,584,159
	United States of America	Treasury bond, $10,000,000 par value, zero coupon rate due 11/15/2034	5,062,500	6,871,506
	United States of America	Treasury bond, $35,000,000 par value, zero coupon rate due 11/15/2037	21,562,800	20,522,507
	United States of America	Treasury bond, $13,210,000 par value, zero coupon rate due 11/15/2047	5,609,230	4,477,637
	United States of America	Treasury bond, $4,740,000 par value, 3.875%, due 08/15/2040	4,385,630	4,404,497
	United States of America	Treasury note, $4,170,000 par value, 3.500%, due 04/30/2030	4,081,890	4,143,123
	United States of America	Treasury note, $31,360,000 par value, 4.250%, due 01/31/2030	32,008,230	32,079,075
	Government and Agency Securities		90,234,003	91,927,822
	Goldman Sachs & Co. LLC Multi-Manager Real Assets Fund	Mutual fund	40,304,442	39,827,151
	Mutual Fund		40,304,442	39,827,151
	Acadian International Small Cap Fund	Pooled fund	5,654,523	8,175,568
	Ninety One Emerging Markets Local Currency Dynamic Debt Fund LLC	Pooled fund	12,107,646	13,695,625

The information in this schedule has been certified as to its completeness and accuracy by the Trustee.

WINDSTREAM PENSION PLAN
Schedule H, Line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Plan No. 001, EIN 85-2049794
As of December 31, 2025

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest collateral, par, or maturity value	(d) Cost	(e) Current Value
	Magnitude Institutional Ltd	Pooled fund	13,611,446	17,429,310
	Marathon Emerging Markets Bond Fund II, L.P.	Pooled fund	9,350,000	6,517,009
	Pooled Funds		40,723,615	45,817,512
	HIPEP VI Cayman Partnership Fund, L.P.	Private equity fund	3,415,940	3,422,026
	HIPEP VIII Partnership Fund L.P.	Private equity fund	3,437,644	4,889,315
	Harbourvest Partners XI L.P.	Private equity fund	8,676,394	13,137,836
	Harbourvest Partners IX	Private equity fund - Buyout Fund	1,540,423	3,600,183
	Harbourvest Partners IX	Private equity fund - Credit Opportunities Fund	1,786,769	845,223
	Harbourvest Partners IX	Private equity fund - Venture Fund	2,783,373	6,810,944
	Stellus Credit Offshore ERISA Fund III, LP	Private equity fund	7,682,238	7,842,722
	Private Equity Funds		29,322,781	40,548,249
	DAX Index	Long Future, expires 03/20/2026	—	—
	Euro STOXX 50 Equity Index	Long Future, expires 03/20/2026	—	—
	FTSE/MIB Equity Index	Long Future, expires 03/20/2026	—	—
	IFSC Nifty Fifty Equity Index	Long Future, expires 01/27/2026	—	7,590
	OMXS30 Index	Long Future, expires 01/16/2026	—	—
	Swiss Market Index	Long Future, expires 03/20/2026	—	—
	TOPIX Index	Long Future, expires 03/12/2026	—	—
	3-Month SOFR Interest Rate	Long Future, expires 03/17/2026	—	—
	US Treasury 10-Year Note	Short Future, expires 03/20/2026	—	32,703
	Derivative Financial Instruments - Assets		—	40,293
	Australian Dollar	Foreign currency	96,274	96,382
	Canadian Dollar	Foreign currency	329,213	330,195
	Euro	Foreign currency	1,023,581	1,024,271
	Great Britain Pound	Foreign currency	451,447	453,037
	Hong Kong Dollar	Foreign currency	82,723	82,670
	Japanese Yen	Foreign currency	816,750	814,757
	Singapore Dollar	Foreign currency	116,487	116,261
	Swedish Kroner	Foreign currency	99,687	100,290
	Swiss Franc	Foreign currency	257,102	257,768
	Euro	Currency exchange contract, matures 03/18/2026	—	6,136
	iShares MSCI USA Quality Factor Exchange Traded Fund	Exchange-traded fund; 7,874 shares	1,543,795	1,563,934
	Sberbank of Russia PJSC	Common stock; 16,691 shares	214,914	756
	Foreign Currencies and Other		5,031,973	4,846,457

The information in this schedule has been certified as to its completeness and accuracy by the Trustee.

WINDSTREAM PENSION PLAN
Schedule H, Line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Plan No. 001, EIN 85-2049794
As of December 31, 2025

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest collateral, par, or maturity value	(d) Cost	(e) Current Value
	Total Investments		$372,499,926	$432,138,821
	CAC 40 Index	Long Future, expires 01/16/2026	$ —	$ (4,933)
	FTSE 100 Index	Long Future, expires 03/20/2026	—	(6,645)
	IBEX 35 Index	Long Future, expires 01/16/2026	—	(2,041)
	Hang Seng Index	Long Future, expires 01/29/2026	—	(1,779)
	MSCI Singapore Index	Long Future, expires 01/29/2026	—	(3,235)
	S&P/TSX 60 Index	Long Future, expires 03/19/2026	—	(5,720)
	S&P 500 Emerging Markets Index	Long Future, expires 03/20/2026	—	(300,150)
	SPI 200 Index	Long Future, expires 03/19/2026	—	(2,067)
	XAK Technology Equity Index	Long Future, expires 03/20/2026	—	(8,850)
	US Treasury 2-Year Note	Long Future, expires 03/31/2026	—	(5,695)
	US Treasury 5-Year Note	Long Future, expires 03/31/2026	—	(12,422)
	US Treasury Long Bond	Long Future, expires 03/20/2026	—	(71,750)
	US Treasury 10-Year Ultra Bond	Long Future, expires 03/20/2026	—	(157,875)
	US Treasury Ultra Bond	Long Future, expires 03/20/2026	—	(301,125)
	US Treasury Bond, maturing 11/15/2052	Total return swap, matures 03/26/2026, Notional Value $27,370,000	—	(632,677)
	Derivative Financial Instruments - Liabilities		$ —	$ (1,516,964)

* Indicates a party-in-interest.

The information in this schedule has been certified as to its completeness and accuracy by the Trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2025

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
Shortfall	01/01/2025	(19,865,168)	15.00000	(19,865,168)	(1,852,237)
Shortfall	01/01/2024	(5,366,327)	14.00000	(4,999,627)	(488,230)
Shortfall	01/01/2023	151,995,570	13.00000	135,439,283	13,919,862
Total				110,574,488	11,579,395

Plan Name: Windstream Pension Plan
EIN / PN: 85-2049794/001
Plan Sponsor: Uniti Services LLC
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Change in Actuarial Assumptions

The assumed plan-related expenses added to the target normal cost were changed from $6,060,000 for the prior valuation to $5,060,000 for the current valuation to account for lower expected expenses to be paid from the trust.

The salary scale was updated from 3.00% in the prior valuation to 3.30% in the current valuation.