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. . . . . ▶ [ ]

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
BRIGHTSPEED PENSION PLAN

1b Three-digit plan number (PN) ▶ 200

1c Effective date of plan 01/01/2022

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)
CONNECT HOLDING II LLC D/B/A BRIGHTSPEED

1120 SOUTH TYRON STREET
SUITE 700
CHARLOTTE, NC 28203

2b Employer Identification Number (EIN) 87-3811759

2c Plan Sponsor's telephone number 704-314-2400

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.	10/13/2026	DANA LEVADNUK
	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 [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	18444
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)**	1689
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1514
b	Retired or separated participants receiving benefits	**6b**	11757
c	Other retired or separated participants entitled to future benefits	**6c**	2191
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	15462
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	2117
f	Total. Add lines **6d** and **6e**.	**6f**	17579
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 1B 1C

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)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [X] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] 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)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **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)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [X] **A** (Insurance Information) – Number Attached 2
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **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 A
(Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

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
BRIGHTSPEED PENSION PLAN

B Three-digit plan number (PN) ▶ 200

C Plan sponsor's name as shown on line 2a of Form 5500
CONNECT HOLDING II LLC D/B/A BRIGHTSPEED

D Employer Identification Number (EIN)
87-3811759

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

1 Coverage Information:

(a) Name of insurance carrier
EQUITABLE LIFE INSURANCE COMPANY

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	**(g)** To
13-5570651	62944	1542	7	01/01/2025	12/31/2025

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4	33658
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

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

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year			7b	46031
c	Additions: (1) Contributions deposited during the year	7c(1)	2399		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	938		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below) ▶	7c(5)			
	(6) Total additions			7c(6)	3337
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	49368
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	12058		
	(2) Administration charge made by carrier	7e(2)	3652		
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below) ▶	7e(4)			
	(5) Total deductions			7e(5)	15710
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	33658

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	0
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

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
BRIGHTSPEED PENSION PLAN

B Three-digit plan number (PN) ▶ 200

C Plan sponsor's name as shown on line 2a of Form 5500
CONNECT HOLDING II LLC D/B/A BRIGHTSPEED

D Employer Identification Number (EIN)
87-3811759

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

1 Coverage Information:

(a) Name of insurance carrier
JOHN HANCOCK LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
04-1414660	65099	GAC 89 ASSN 0	4	01/01/2025	12/31/2025

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

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

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

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

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

b	Balance at the end of the previous year			7b	47360
c	Additions: (1) Contributions deposited during the year	7c(1)			
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	4014		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below)	7c(5)	-98		
	▶ REAL CAP G/L + UNREALIZED APP/DEP				
	(6) Total additions			7c(6)	3916
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	51276
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	360		
	(2) Administration charge made by carrier	7e(2)	11843		
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below)	7e(4)			
	▶				
	(5) Total deductions			7e(5)	12203
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	39073

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	0
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE 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
BRIGHTSPEED PENSION PLAN

B Three-digit plan number (PN) ▶ 200

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
CONNECT HOLDING II LLC D/B/A BRIGHTSPEED

D Employer Identification Number (EIN)
87-3811759

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**	1690872022
b Actuarial value	**2b**	1715231942

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	14627	1444125459	1444125459
b For terminated vested participants	2461	136530867	136530867
c For active participants	1703	142737328	150866808
d Total	18791	1723393654	1731523134

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**	5.33 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	4114054
b Expected plan-related expenses	**6b**	6651000
c Target normal cost	**6c**	10765054

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

09/21/2026
Date

THAYER 'CHIP' MORRIS , III
Type or print name of actuary

26-07069
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

704-620-6480
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	145313771
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	14105023
9	Amount remaining (line 7 minus line 8)	0	131208748
10	Interest on line 9 using prior year's actual return of 1.49 %	0	1955010
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.03 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	133163758

Part III Funding Percentages

14	Funding target attainment percentage	14	91.36 %
15	Adjusted funding target attainment percentage	15	91.34 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	97.69 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls

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

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

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

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [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:

	1st segment:	2nd segment:	3rd segment:	
a Segment rates:	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**	58

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**	10765054
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	149454950	14337857
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**	25102911

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	25102911	25102911

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

B Three-digit plan number (PN) ▶ 200

C Plan sponsor's name as shown on line 2a of Form 5500
CONNECT HOLDING II LLC D/B/A BRIGHTSPEED

D Employer Identification Number (EIN)
87-3811759

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).. . . . . [X] 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

THE NORTHERN TRUST COMPANY

36-1561860

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

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

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

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

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

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

RUSSELL INVESTMENTS CAPITAL LLC

91-1659779

(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?
17 28 51 71	NONE	2007839	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 15 50	NONE	1651596	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

THE NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50 62	TRUSTEE	567017	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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 BANK AND TRUST COMPANY

1 CONGRESS STREET
BOSTON, MA 02111

(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?
49 62	NONE	268921	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CROWE LLP

35-0921680

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	37013	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

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
BRIGHTSPEED PENSION PLAN

B Three-digit plan number (PN) ▶ 200

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
CONNECT HOLDING II LLC D/B/A BRIGHTSPEED

D Employer Identification Number (EIN)
87-3811759

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: NT COLLECTIVE GOVT SHORT TERM INVT

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

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)
45-6138589-084	C	68628353

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK MSCI WORLD INDEX LENDING

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

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)
26-3689229-001	C	90782627

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)

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
BRIGHTSPEED PENSION PLAN

B Three-digit plan number (PN) ▶ 200

C Plan sponsor's name as shown on line 2a of Form 5500
CONNECT HOLDING II LLC D/B/A BRIGHTSPEED

D Employer Identification Number (EIN)
87-3811759

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	662953	1308515
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	21832366	15477717
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	445835416	432313536
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	12526900	4655775
(B) All other	1c(3)(B)	859600735	833397500
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	145322571	173169997
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	170794676	159410980
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	105717	83869
(15) Other	1c(15)	42280762	43670086

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	1698962096	1663487975
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	8090074	1029486
1k Total liabilities (add all amounts in lines 1g through1j)	1k	8090074	1029486
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	1690872022	1662458489

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	40417	
(B) U.S. Government securities	2b(1)(B)	10629525	
(C) Corporate debt instruments	2b(1)(C)	43277250	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	2454124	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		56401316
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	824	
(B) Common stock	2b(2)(B)	2859795	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		2860619
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	2001746601	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	1804916400	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		196830201
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-107750911	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		-107750911

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		21412984
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		-3881551
d Total income. Add all **income** amounts in column (b) and enter total	2d		165872658
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	189736302	
(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)		189736302
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	1339759	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	2276760	
(6) Bank or trust company trustee/custodial fees	2i(6)	567017	
(7) Actuarial fees	2i(7)	311837	
(8) Legal fees	2i(8)	37013	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	17503	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		4549889
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		194286191
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-28413533
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: CROWE LLP **(2)** EIN: 35-0921680

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		500000
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**			
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 584332.

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
BRIGHTSPEED PENSION PLAN

B Three-digit plan number (PN) ▶ 200

C Plan sponsor's name as shown on line 2a of Form 5500
CONNECT HOLDING II LLC D/B/A BRIGHTSPEED

D Employer Identification Number (EIN)
87-3811759

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): 04-3581074

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 | 277

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: 16.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 81.0 %
High-Yield Debt: 1.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 2.0 % Other: 0.0 %

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

BRIGHTSPEED PENSION PLAN

FINANCIAL STATEMENTS

December 31, 2025 and 2024

BRIGHTSPEED PENSION PLAN

FINANCIAL STATEMENTS
December 31, 2025 and 2024

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Crowe LLP
Independent Member Crowe Global

INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator
Brightspeed Pension Plan

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

We have performed audits of the financial statements of Brightspeed 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, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

(Continued)

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

(Continued)

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

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

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

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) and Schedule H, Line 4j – Schedule of Reportable Transactions as of and for the year ended December 31, 2025, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Crowe LLP

Crowe LLP

Oakbrook Terrace, Illinois
October 12, 2026

BRIGHTSPEED PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2025 and 2024

	2025	2024
ASSETS		
Investments, at fair value (Note 3)	$ 1,646,701,742	$ 1,676,466,778
Pending sales	514,965	5,841,961
Accrued income	14,962,753	15,990,405
Cash	1,308,515	662,953
Total assets	1,663,487,975	1,698,962,097
LIABILITIES		
Pending purchases	1,029,486	8,090,075
Total liabilities	1,029,486	8,090,075
Net assets available for benefits	$ 1,662,458,489	$ 1,690,872,022

See accompanying notes to financial statements.

BRIGHTSPEED PENSION PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Years ended December 31, 2025 and 2024

	2025	2024
Investment income (loss):		
Net appreciation (depreciation)	$ 106,610,722	$ (31,372,181)
Interest and dividends	59,261,936	59,879,496
Total investment income (loss)	165,872,658	28,507,315
Benefits paid to participants	(189,736,302)	(196,561,143)
Administrative expenses	(4,549,889)	(6,810,437)
Net increase (decrease)	(28,413,533)	(174,864,265)
Net assets available for benefits		
Beginning of year	1,690,872,022	1,865,736,287
End of year	$ 1,662,458,489	$ 1,690,872,022

See accompanying notes to financial statements.

NOTE 1 – PLAN DESCRIPTION

The following description of Brightspeed Pension Plan (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

The Plan is a noncontributory, defined benefit plan covering all eligible employees as defined under the plan agreement. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plan was formed effective January 1, 2022, through a spin off from the Lumen Combined Pension Plan, sponsored by Lumen Technologies, Inc. ("Lumen"). In August 2021, Lumen and certain of its affiliates entered into a definitive agreement to divest Lumen's local exchange business conducted within 20 Midwestern and Southern states to Brightspeed. The Plan was originally named Lumen Combined Plan when it was established on January 1, 2022. Upon the sale of the above-referenced business, effective October 3, 2022, the Plan's sponsoring company was named Connect Holding II LLC d/b/a Brightspeed (the "Company"), and the Plan name was changed to the Brightspeed Pension Plan.

The provisions of the Plan are consistent with the provisions of the Lumen Combined Pension Plan and as such, transferred participants had no change in the terms, eligibility and calculations of pension benefits.

The Plan is comprised of four components from previously existing separate plans: (i) the CenturyLink Retirement Plan, (ii) the Qwest Pension Plan, (iii) the Embarq Retirement Pension Plan, and (iv) the Madison River Retirement Plan. The provisions of these plans are now referred to as the CenturyLink Retirement Component, the Qwest Pension Component, the Embarq Pension Component and the Madison River Retirement Component (each referred herein to as a "Component" and together as the "Components"). The Plan also has an Umbrella Component that contains certain provisions that are applicable to all of the Components.

The following description of the Plan, which includes the CenturyLink Retirement Component, the Qwest Pension Component, the Embarq Pension Component, and the Madison River Retirement Component, provides general information only and is subject to and qualified by the more complete information and description of the Plan provisions and the specific provisions of each Component in the Plan document and the Component plan documents.

Provisions of the CenturyLink Retirement Component

General Eligibility: The CenturyLink Retirement Component covers eligible U.S. employees of the Company and its subsidiaries, except those employees who are covered by the Qwest Pension Component, the Embarq Pension Component or the Madison River Retirement Component or by collective bargaining agreements which do not provide for their participation in the CenturyLink Retirement Component. Ineligible employees include employees who are employed by subsidiaries which do not participate in the CenturyLink Retirement Component, employees who have not completed the requisite service requirements and certain employees who are newly hired or rehired after the dates specified in the relevant provisions of the Plan.

(Continued)

NOTE 1 – PLAN DESCRIPTION (Continued)

Effective January 1, 2011, the CenturyLink Retirement Plan (incorporated into the CenturyLink Retirement Component) was amended to freeze all accrued benefits for non-bargaining participants covered under that Component, and all non-bargaining employees hired on or after December 31, 2010 are not eligible to participate in, or accrue benefits under, the CenturyLink Retirement Component. There was no effect on the continued years of vesting service related to benefits under the CenturyLink Retirement Component. Certain bargaining employees who are covered under collective bargaining agreements continue to be eligible to accrue benefits in accordance with the terms of the applicable collective bargaining agreement, but as set forth in the applicable collective bargaining agreement, bargaining unit employees who are new hires or rehires in, or transfers to, certain local bargaining units are not eligible to participate in, or accrue benefits under, the CenturyLink Retirement Component as of the date specified in the collective bargaining agreement. Certain bargaining units have also frozen benefits at various dates from 2019 to 2022, as per the terms of the plan documents and collective bargaining agreements.

Pension Benefits and Vesting: The CenturyLink Retirement Component provides pension benefits for those participants who satisfy eligibility requirements under this Component's terms. Benefits are entirely unvested until a participant completes five years of vesting service, attains age 65 or becomes disabled as defined under this Component's terms, at which point the participant becomes 100% vested. The basic calculation of the retirement benefit depends on the participant's age, when the participant becomes vested, years of service, and pay credits.

The CenturyLink Retirement Component provides for normal, early retirement, disability retirement, and deferred vested retirement upon meeting certain conditions. Benefits are payable in the form of a straight life annuity or alternate forms selected by the participant, including lump sum distributions, which are actuarially equivalent to a straight life annuity.

Death Benefit: In addition to providing the retirement pension benefits described above, the CenturyLink Retirement Component provides survivor benefits to a participant's surviving spouse or other designated beneficiary upon the participant's death. The amount of this benefit is subject to the terms of the CenturyLink Retirement Component.

Provisions of the Qwest Pension Component

General Eligibility: The Qwest Pension Component covers eligible employees of Qwest Communications International, Inc. and its subsidiaries ("Qwest"). Effective January 1, 2010, the Qwest Pension Component was amended to freeze participation and certain benefit accruals and benefit calculation components. As amended, the Qwest Pension Component coverage is separated into two elements: management employees and bargaining and occupational employees. Management employees with at least one year of service prior to 2010 are eligible to participate. Bargaining employees and other occupational employees hired prior to 2009 are eligible to participate. Ineligible employees include new management employees hired after 2009, nonresident aliens, and persons hired after 2006 to work on U.S. government contracts.

Pension Benefits and Vesting: The Qwest Pension Component provides benefits for those participants who satisfy eligibility requirements, attains age 65 or becomes disabled as defined under this Component's terms. The basic calculation of the retirement benefits occurs under separate formulas defined in the Plan document, depending on whether the participant's is management, bargaining or occupational, as well as including final average compensation, pension band and service period, as appropriate. All participating management employees are fully vested. For eligible occupational and bargaining employees hired before 2009, 100% vesting of eligible employee pension benefits occurred upon completing five years of service. For eligible occupational and bargaining employees hired after 2008, 100% vesting of pension benefits occurs upon completing three years of service.

(Continued)

NOTE 1 – PLAN DESCRIPTION (Continued)

The Qwest Retirement Component provides for normal retirement, disability retirement, and deferred vested retirement, upon meeting certain conditions. Vested participants, upon retirement or termination, may elect any form of annuity option available, a lump sum distribution, or a combination annuity/lump sum. For certain occupational and management participants, the Qwest Pension Component provides a service pension, which provides an unreduced annuity for eligible participants. The Qwest Pension Component also offers an enhanced lump sum distribution in lieu of a service pension.

Death and Disability Benefits: In addition to the benefits described above, the Qwest Pension Component provides survivor and disability benefits to certain participants with a period of employment prior to March 1993. The amount of these benefits is subject to the terms of the current Qwest Retirement Component.

Provisions of the Embarq Pension Component

General Eligibility: The Embarq Pension Component covers all eligible employees of Embarq Corporation and its subsidiaries ("Embarq"). Full-time active employees and part-time active employees become eligible to participate in the current Embarq Pension Component upon completion of requisite services requirements. For the Centel Corporation bargaining unit employees, all active employees become eligible to participate in the current Embarq Pension Component on their first day of work, subject to the applicable bargaining agreement.

Effective January 1, 2011, the Embarq Retirement Pension Component was amended to freeze all accrued benefits for non-bargaining participants, and all non-bargaining employees hired after December 31, 2010 are not eligible to participate in or accrue benefits under the Component. Likewise, any newly hired, rehired or transferred represented employees who are members of unions with frozen benefits and who began their employment in a union after specified dates are not eligible to participate. Service after this date will continue to count toward vesting and benefit eligibility, but not the benefit amount.

Pension Benefits and Vesting: Participants become vested in their retirement benefit when they complete five years of continuous service under the terms of the current Embarq Pension Component. For participants not represented by a collective bargaining agreement, annual benefits under the current Embarq Pension Component are determined according to a formula based on annual pay and credited years of service. Pension benefits for participants represented by certain collective bargaining agreements are determined based on a schedule of flat dollar amounts as specified in the respective bargaining agreements and the employee's credited service.

The Embarq Pension Component provides for normal, early retirement, special early retirement, disability retirement, and deferred vested retirement, upon meeting certain conditions. The Embarq Pension Component benefits may be paid in the form of a straight life annuity or alternate forms selected by the participant, including lump sum distributions, which are actuarially equivalent to a straight life annuity.

Death and Disability Benefits: In addition to providing the retirement pension benefits described above, the Embarq Pension Component provides survivor benefits to a participant's surviving spouse or other designated beneficiary upon the participant's death. Disability retirement benefits are provided to certain participants who become disabled while employed. The amount of these benefits is subject to the terms of the Embarq Pension Component.

(Continued)

NOTE 1 – PLAN DESCRIPTION (Continued)

Provisions for the Madison River Retirement Component

General Eligibility: The Madison River Retirement Component covers all eligible employees of Madison River Telephone Company, LLC ("Madison River"). Employees become eligible to participate on plan entry date or following the later of attainment of age 21 and completion of qualifying years of service.

Effective February 28, 2003, the Madison River plan was amended to freeze all accrued benefits for non-bargaining participants covered under that Component, and effective December 31, 2005 and January 31, 2006, benefit accruals for participants covered by collective bargain agreements were frozen. No service or compensation after the freeze date is included in the calculation of a participant's benefit.

Pension Benefits and Vesting: Participants become vested in their retirement benefit when they complete five years of continuous service under the current Madison River Retirement Component or upon attaining age 65 or become disabled as defined under this Component's terms, at which point the participant becomes 100% vested. The Madison River Retirement Component basic calculation of the retirement benefit depends on when an employee becomes vested, and under which defined benefit agreement the participant first vested.

The Madison River Retirement Component provides for normal, early retirement, and disability retirement, upon meeting certain conditions. Benefits are payable in the form of a straight life annuity or alternate benefits selected by the participant, including lump sum distributions, which are actuarially equivalent to a straight life annuity.

Death and Disability Benefits: In addition to providing the retirement pension benefits described above, the Madison River Retirement Component provides for disability and death benefits. A benefit is payable to a surviving spouse or other designated beneficiary upon the death of a participant. The amount of these benefits is subject to the terms of the Madison River Retirement Component.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting: The accompanying financial statements are prepared on the accrual basis of accounting.

Investment Valuation and Income Recognition: The Plan's investments are reported at fair value. Fair value is the price that would be received by the Plan for an asset or paid by the Plan to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Plan's principal or most advantageous market for the asset or liability.

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

Administrative and Plan Expenses: Administrative and other plan expenses are generally paid by the Plan with the exception of certain expenses, such as plan design and corporate functions, which are paid for by the Company. Direct expenses paid by the Plan include trustee fees, investment management fees, administration fees and certain other expenses. Investment management fees are charged to the Plan as a reduction of investment return and included in the investment income (loss) reported by the Plan.

(Continued)

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Payment of Benefits: Benefit payments to participants are recorded upon distribution to the participant.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States ("U.S. GAAP") requires Plan management to make estimates, judgments and assumptions that affect reported amounts of assets, liabilities, and changes therein; disclosure of contingent assets and liabilities; and the actuarial present value of accumulated plan benefits at the date of the financial statements and changes therein. Actual results could differ from those estimates.

Risks and Uncertainties: Contributions to the Plan and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Investment securities are exposed to various risks such as significant world events, interest rate, credit, foreign currency, and overall market volatility risk. It is at least reasonably possible that changes in the fair values of investment securities will occur in the near term and that such changes could materially affect the statements of net assets available for benefits.

Funding Policy: The Company's funding policy for the Plan is to make contributions necessary to satisfy ERISA funding standards, with the objective of accumulating sufficient assets to pay all qualified pension benefits when due under the terms of the Plan. Contributions to provide benefits under the Plan are made solely by the Company. No employee contributions are required or allowed under the Plan. The Plan actuary computes annual contributions for the Plan.

Contributions will not exceed the maximum amount deductible for tax purposes. The Plan has met the minimum funding requirements of ERISA for the years ended December 31, 2025 and 2024.

NOTE 3 – FAIR VALUE MEASUREMENTS

Fair value measurements are determined by maximizing the use of observable inputs and minimizing the use of unobservable inputs. The hierarchy places the highest priority on unadjusted quoted market prices in active markets for identical assets or liabilities (Level 1 measurements) and gives the lowest priority to unobservable inputs (Level 3 measurements). The three levels of inputs within the fair value hierarchy are defined as follows:

Level 1: Quoted prices (unadjusted) for identical assets or liabilities in active markets that the Plan has the ability to access as of the measurement date.

Level 2: Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.

Level 3: Significant unobservable inputs that reflect the Plan's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

In some cases, a valuation technique used to measure fair value may include inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy. The following presents the valuation methods and assumptions used by the Plan to estimate the fair values of investments.

(Continued)

NOTE 3 – FAIR VALUE MEASUREMENTS (Continued)

Common Stock: The fair values of common stocks are determined by obtaining quoted prices on nationally recognized securities exchanges (Level 1 inputs).

Collective Trust Funds: The fair values of participation units held in collective trusts are based on the net asset value (NAV) per unit as reported by the fund managers. The collective trusts provide for daily redemptions by the Plan at reported NAV, with no advance notice requirement.

Corporate Bonds: Corporate bonds are valued based upon recent bid prices or the average of recent bid and asked prices when available (Level 2 inputs) and, if not available, they are valued through matrix pricing models developed by sources considered by management to be reliable. Matrix pricing, which is a mathematical technique commonly used to price debt securities that are not actively traded, values debt securities without relying exclusively on quoted prices for the specific securities but rather by relying on the securities' relationship to other benchmark quoted securities with similar credit risk (Level 2 inputs).

Asset-backed, Municipal, Foreign Government, U.S. Government, and Government Agency Securities: These investments are valued based upon recent bid prices or the average of recent bid and asked prices when available (Level 2 inputs) and, if not available, they are valued through matrix pricing models developed by sources considered by management to be reliable. Matrix pricing, which is a mathematical technique commonly used to price debt securities that are not actively traded, values debt securities without relying exclusively on quoted prices for the specific securities but rather by relying on the securities' relationship to other benchmark quoted securities (Level 2 inputs).

Guaranteed Investment Contract: Fair value is estimated to approximate cost based on the creditworthiness of the issuer.

The following table sets forth by category and input level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2025 and 2024:

	Fair Value Measurements at December 31, 2025			
	Level 1	Level 2	Level 3	Total
Common stocks	$ 174,421,857	$ -	$ -	$ 174,421,857
Corporate bonds and other fixed maturity securities	-	838,053,276	-	838,053,276
U.S. government and agency securities	-	432,313,535	-	432,313,535
Foreign government securities	-	36,237,142	-	36,237,142
Municipal bonds	-	6,116,017	-	6,116,017
Other	65,066	-	-	65,066
Guaranteed investment contracts	-	83,869	-	83,869
Total investments, excluding investments at NAV	$ 174,486,923	$ 1,312,803,839	$ -	1,487,290,762
Investments at NAV*				
Collective trusts				159,410,980
Total				$ 1,646,701,742

(Continued)

NOTE 3 – FAIR VALUE MEASUREMENTS (Continued)

	Fair Value Measurements at December 31, 2024			
	Level 1	Level 2	Level 3	Total
Common stocks	$ 146,389,494	$ -	$ -	$ 146,389,494
Asset-backed securities	-	1,375,756	-	1,375,756
Corporate bonds and other fixed maturity securities	-	870,751,891	-	870,751,891
U.S. government and agency securities	-	445,835,413	-	445,835,413
Foreign government securities	-	30,382,599	-	30,382,599
Municipal bonds	-	10,753,379	-	10,753,379
Other	77,858	-	-	77,858
Guaranteed investment contracts	-	105,718	-	105,718
Total investments, excluding investments at NAV	$ 146,467,352	$ 1,359,204,756	$ -	$ 1,505,672,108
Investments at NAV*				
Collective trusts				170,794,670
Total				$ 1,676,466,778

*Investments measured at fair value using net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table for such investments are intended to permit reconciliation of the fair value hierarchy to the investments at fair value line item presented in the statements of net assets available for benefits.

The Plan uses futures in the normal course of its investing activities to manage market risk associated with its fixed income investments and to achieve overall investment portfolio objectives. These contracts involve elements of market risk in excess of amounts recognized on the statements of net assets available for benefits. The fair value of these futures were immaterial as of year end. The investments had a notional value of $151,633,211 (long exposure) and $(34,714,488) (short exposure) at December 31, 2025 and a notional value of $175,706,489 (long exposure) and $(11,860,125) (short exposure) at December 31, 2024.

NOTE 4 – CERTIFIED INFORMATION

Certain information related to investments disclosed in the accompanying financial statements and ERISA required supplemental schedules, including investments held at December 31, 2025 and 2024, and net appreciation (depreciation) in fair value of investments and interest and dividends for the years then ended, was obtained by management and agreed to or derived from information certified as complete and accurate by The Northern Trust Company (the trustee of the Plan).

(Continued)

NOTE 5 – ACTUARIAL PRESENT VALUE OF ACCUMULATED BENEFITS

Accumulated plan benefits are those future periodic payments that are attributable under the Plan to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. The accumulated plan benefits for active employees are based on benefit calculations using credited service, average qualifying salary, and average qualifying employment on the date as of which the benefit information is presented (the "valuation date"). Benefits payable under all circumstances (retirement, death, and termination of employment) are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present values of accumulated plan benefits were determined by the Plan actuary and are the amounts that result from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation dates and the expected dates of payment. The significant assumptions used to calculate the present value of accumulated plan benefits as of December 31, 2024 include the following:

Mortality – Healthy and Disabled:
Pri-2012 mortality tables (Employees, Retirees and Contingent Survivors, as applicable), without collar or amount adjustments, projected using the MP-2021 projection scale. Disabled mortality is the same as healthy mortality.

Retirement:
Retirement assumptions vary by plan component, union/non-union status and gender

Discount rate:
6.00% (prior period assumption 5.50%)

Cost of living adjustment:
2.5% per annum

Cash balance crediting interest rate:
5.25%

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

The following table presents the elements of the Plan benefit obligation as of December 31, 2024:

Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Participants currently receiving payments	$ 1,379,702,293
Other participants	257,284,312
Non vested benefits	6,976,099
Total actuarial present value of accumulated plan benefits	$ 1,643,962,704

(Continued)

NOTE 5 – ACTUARIAL PRESENT VALUE OF ACCUMULATED BENEFITS (Continued)

A summary of significant changes in the actuarial present value of accumulated plan benefits for the year ended December 31, 2024, are as follows:

Actuarial present value of accumulated plan benefits - beginning of year	$ 1,802,022,933
Increase (decrease) during the year attributable to:	
Actuarial (gain)/loss	3,350,085
Benefits accumulated	4,363,382
Decrease in the discount period	93,945,816
Change in assumptions	(63,158,369)
Benefits paid	(196,561,143)
Net increase (decrease)	(158,060,229)
Actuarial present value of accumulated plan benefits - end of year	$ 1,643,962,704

The changes in accumulated plan benefits related to change in assumptions is primarily due to a change in the discount rate from 5.50% to 6.00%.

NOTE 6 – TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated June 16, 2025 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (“IRC”). Plan management believes that the Plan is designed and being operated in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan was qualified and the related trust was tax-exempt as of the financial statement date.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and concluded that as of December 31, 2025 and 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to inception of the Plan.

NOTE 7 – PLAN TERMINATION

Although the Company has not expressed any intention to do so, it has the right to terminate the Plan subject to the provisions of ERISA. However, the Company is required to comply with all relevant provisions of any applicable labor agreements.

In the event of the termination of the Plan, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations as defined in the plan document. All benefits for each group shall be paid or provided for before any benefits are paid for any members of the group having the next lower priority. If the funds are insufficient to pay all of the benefits for any group, the amount available shall be allocated among the members of the group in proportion to their interests.

(Continued)

NOTE 7 – PLAN TERMINATION (Continued)

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

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

NOTE 8 – PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under DOL regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. Some administrative expenses of the Plan are paid directly by the Company.

The Plan invests in certain commingled funds managed by the trustee. In addition, expenses paid by the Plan included trustee fees, administration fees, investment management fees, and certain other expenses. These qualifying party-in-interest transactions are exempt from the prohibited transaction rules.

NOTE 9 – DECEMBER 31, 2025 ACTUARIAL VALUATON (UNAUDITED)

The December 31, 2025 actuarial valuation was completed prior to the date the financial statements were available to be issued. A summary of the actuarial valuation information provided by the Plan's actuary, which has not been audited by independent auditors, is provided below.

Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Participants currently receiving benefit payments	$1,305,156,966
Other vested participants	248,612,956
Total vested benefits	1,553,769,922
Nonvested benefits	6,908,636
Total accumulated plan benefits	$1,560,678,558

(Continued)

NOTE 9 – DECEMBER 31, 2025 ACTUARIAL VALUATON (UNAUDITED) (Continued)

A summary of significant changes in the actuarial present value of accumulated plan benefits for the year ended December 31, 2025, are as follows:

Actuarial present value of accumulated plan benefits - beginning of year	$ 1,643,962,704
Increase (decrease) during the year attributable to:	
Actuarial (gains)/losses	(1,886,208)
Benefits accumulated	3,678,954
Decrease in the discount period	93,166,410
Change in assumptions	11,493,000
Benefits paid	(189,736,302)
Net increase (decrease)	(83,284,146)
Actuarial present value of accumulated plan benefits - end of year	$ 1,560,678,558

The changes in accumulated plan benefits related to change in assumptions is primarily due to a change in the discount rate from 6.00% to 5.90%

NOTE 10 – SUBSEQUENT EVENTS

Plan management has evaluated subsequent events for recognition and disclosure through October 12, 2026, which is the date the financial statements were available to be issued.

SUPPLEMENTAL SCHEDULES

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	Common Stock:			
	#REORG/ASTRAZENECA	#REORG/ASTRAZENECA EXCHANGE ASTRAZENECA 2950471 02-02-2026	816,165	1,058,942
	#REORG/INDIVIOR	#REORG/INDIVIOR EXCHANGE INDIVIOR 2G13AG5 01-26-2026	24,072	35,880
	#REORG/NEW	#REORG/NEW GOLD INC STOCK MERGER COEUR MINI 2052428 03-20-2026	8,169	27,001
	3I GROUP	3I GROUP ORD GBP0.738636	105,328	94,361
	ABB LTD CHF0.12 (REGD)	ABB LTD CHF0.12 (REGD)	512,796	650,990
	AbbVie Inc	ABBVIE INC COM USD0.01	890,558	1,096,752
	ABN AMRO Bank NV	ABN AMRO BANK N.V. DR EACH REP SHS	31,753	32,048
	Accelleron Industries AG	ACCELLERON INDUSTR CHF0.01	73,270	144,037
	Accenture PLC	ACCENTURE PLC CLS A	1,977,943	1,796,000
	Acuity Inc	ACUITY INC	58,757	64,807
	Adobe Inc	ADOBE INC COM	1,232,367	1,060,470
	HDFC Bank Ltd	ADR HDFC BK LTD ADR REPSTG 3 SHS	327,300	386,812
	PDD Holdings Inc	ADR PDD HOLDINGS INC SPON ADS EACH REP 4 ORD SHS	362,980	401,968
	Taiwan Semiconductor Manufacturing Co Ltd	ADR TAIWAN SEMICONDUCTOR MANUFACTURING ADS REP 5 TWD10	1,075,345	4,376,624
	Trip.com Group Ltd	ADR TRIP COM GRP LTD	781,027	899,666
	ADT INC DEL	ADT INC DEL COM	-	-
	ADVANCED MICRO DEVICES INC	ADVANCED MICRO DEVICES INC COM	232,733	274,125
	Aegon Ltd	AEGON LTD	299,664	330,650
	AerCap Holdings NV	AERCAP HOLDINGS N.V. EUR0.01	279,094	397,209
	Ageas SA/NV	AGEAS NPV	141,257	144,678
	Agilent Technologies Inc	AGILENT TECHNOLOGIES INC COM	153,053	149,677
	AGNICO-EAGLE MINES LTD	AGNICO-EAGLE MINES LTD COM NPV	17,421	16,953
	AIA Group Ltd	AIA GROUP LTD NPV	476,492	646,714
	AIB GROUP PLC	AIB GROUP PLC ORD EUR0.625	193,913	307,649
	Air Canada	AIR CANADA VAR VTG SHS NPV	143,700	147,762
	Airbnb Inc	AIRBNB INC CL A COM USD0.0001 CL A	668,905	655,799
	Airbus SE	AIRBUS SE EUR1	560,361	908,277
	AL SYDBANK A/S DKK10	AL SYDBANK A/S DKK10	56,067	76,274
	ALIBABA GROUP HOLDING LTD	ALIBABA GROUP HOLDING LTD	535,748	499,062
	ALKERMES PLC SHS	ALKERMES PLC SHS	21,765	19,586
	Alphabet Inc	ALPHABET INC CAP STK USD0.001 CL C	3,063,882	7,854,100
	Alphabet Inc	ALPHABET INC CAPITAL STOCK USD0.001 CL A	880,023	1,615,080
	ALTRIA GROUP INC	ALTRIA GROUP INC COM	793,873	714,984
	Amazon.com Inc	AMAZON COM INC COM	3,499,701	4,403,584
	AMERICAN INTERNATIONAL GROUP INC	AMERICAN INTERNATIONAL GROUP INC COM	32,199	34,220
	AMERICAN TOWER CORP	AMERICAN TOWER CORP	419,059	386,254
	Ameriprise Financial Inc	AMERIPRISE FINL INC COM	86,804	82,377
	AMETEK INC NEW	AMETEK INC NEW COM	704,067	766,628
	AMG CRITICAL MATER EUR0.02	AMG CRITICAL MATER EUR0.02	51,494	58,670
	Amphenol Corp	AMPHENOL CORP NEW CL A	260,040	310,822
	AON PLC	AON PLC	10,695	10,586
	Apple Inc	APPLE INC COM STK	3,972,564	5,671,271
	Applied Materials Inc	APPLIED MATERIALS INC COM	1,362,757	2,100,893
	APTIV PLC NEW	APTIV PLC NEW ORD USD0.01	71,097	76,090
	ARCH CAPITAL GROUP	ARCH CAPITAL GROUP COM STK	424,903	450,824
	Arista Networks Inc	ARISTA NETWORKS INC COM NEW	698,931	773,077
	ARMSTRONG WORLD INDS INC NEW	ARMSTRONG WORLD INDS INC NEW COM STK	38,862	38,220
	ASM INTL NV EUR0.04	ASM INTL NV EUR0.04	364,587	371,424
	ASML HOLDING NV EUR0.09	ASML HOLDING NV EUR0.09	701,680	726,115
	Assurant Inc	ASSURANT INC COM	39,418	48,170
	AT&T INC	AT&T INC COM	408,258	404,892
	Atlassian Corp	ATLASSIAN CORP CL A	187,938	124,848
	Autodesk Inc	AUTODESK INC COM	856,090	932,432
	AutoZone Inc	AUTOZONE INC COM	299,782	288,278
	Axis Capital Holdings Ltd	AXIS CAPITAL HOLDINGS LTD COM USD0.0125	37,365	42,836
	BAE Systems PLC	BAE SYSTEMS ORD GBP0.025	138,425	238,657
	Baker Hughes Co	BAKER HUGHES CO	341,452	465,692
	Bank Hapoalim BM	BANK HAPOALIM B.M. ILS1	238,981	407,193
	Bank of America Corp	BANK OF AMERICA CORP	1,057,153	1,466,850
	BARCLAYS PLC	BARCLAYS PLC ORD GBP0.25	83,738	149,987
	BARRICK MINING CORPORATION	BARRICK MINING CORPORATION COM NPV	157,413	195,975
	BCO DE SABADELL EUR0.125	BCO DE SABADELL EUR0.125	241,986	261,723
	BEAZLEY PLC (UK)	BEAZLEY PLC (UK) ORD GBP0.05	159,017	150,640
	BEST BUY INC	BEST BUY INC COM STK	18,291	18,071
	BHP GROUP LIMITED	BHP GROUP LIMITED	821,648	894,883
	BioMarin Pharmaceutical Inc	BIOMARIN PHARMACEUTICAL INC COM ISIN CH0008107010	351,390	326,211
	BK LEUMI LE ISRAEL ILS1	BK LEUMI LE ISRAEL ILS1	177,973	283,038
	BNP Paribas SA	BNP PARIBAS EUR2	1,271,988	1,873,386
	Boardwalk Real Estate Investment Trust	BOARDWALK R/EST IN TRUST UNITS	81,402	75,264
	BOC Hong Kong Holdings Ltd	BOC HONG KONG HLDG NPV	250,132	377,310
	BOLIDEN AB	BOLIDEN AB NPV	84,084	105,624
	Booking Holdings Inc	BOOKING HLDGS INC COM	1,028,330	1,579,822
	BORG WARNER INC	BORG WARNER INC COM	71,588	81,108
	BOSTON SCIENTIFIC CORP	BOSTON SCIENTIFIC CORP COM	1,111,725	1,039,315
	Brambles Ltd	BRAMBLES LTD NPV	256,740	358,275
	Bristol-Myers Squibb Co	BRISTOL MYERS SQUIBB CO COM	1,054,102	1,132,740
	Broadcom Inc	BROADCOM INC COM	1,208,866	1,782,415
	CADENCE DESIGN SYS INC	CADENCE DESIGN SYS INC COM	702,827	672,047
	CAMECO CORP	CAMECO CORP COM	129,377	155,533
	CAPITAL ONE FINL CORP	CAPITAL ONE FINL CORP COM	617,091	709,388
	Cardinal Health Inc	CARDINAL HLTH INC	500,141	931,737
	Cboe Global Markets Inc	CBOE GLOBAL MARKETS INC	280,918	409,130
	CBRE Group Inc	CBRE GROUP INC CL A CL A	78,305	80,395
	CDN APARTMENT PROP TRUST UNITS	CDN APARTMENT PROP TRUST UNITS	178,807	174,835
	Cencora Inc	CENCORA INC	321,416	398,545
	Centerra Gold Inc	CENTERRA GOLD INC COM NPV	14,745	32,319
	CENTRAL JAPAN RLWY	CENTRAL JAPAN RLWY NPV	29,803	38,737
	Centrica PLC	CENTRICA ORD GBP0.061728395	103,849	108,943
	Chipotle Mexican Grill Inc	CHIPOTLE MEXICAN GRILL INC COM STK	497,562	479,816
	CHURCH & DWIGHT INC	CHURCH & DWIGHT INC COM	16,924	16,770
	CINTAS CORP	CINTAS CORP COM	257,860	244,491
	CIRRUS LOGIC INC	CIRRUS LOGIC INC COM	24,569	23,700
	Cisco Systems Inc	CISCO SYSTEMS INC	214,437	292,714
	Citigroup Inc	CITIGROUP INC COM NEW COM NEW	165,717	221,711
	CK Asset Holdings Ltd	CK ASSET HOLDINGS LTD	46,856	55,569
	CME Group Inc	CME GROUP INC COM STK	1,484,659	1,489,924
	CODAN LTD	CODAN LTD NPV	14,653	13,271
	Colgate-Palmolive Co	COLGATE-PALMOLIVE CO COM	433,449	403,002
	Comcast Corp	COMCAST CORP NEW-CL A	77,078	74,725
	Comfort Systems USA Inc	COMFORT SYS USA INC COM	38,504	37,332
	COMPASS GROUP PLC	COMPASS GROUP PLC	896,162	1,120,430
	CONS EDISON INC	CONS EDISON INC COM	19,196	19,864
	COSMO ENERGY HOLDINGS CO LTD COMSTK	COSMO ENERGY HOLDINGS CO LTD COMSTK	14,632	15,981
	Costco Wholesale Corp	COSTCO WHOLESALE CORP NEW COM	1,453,135	1,334,902

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	CREDIT AGRICOLE SA EUR3	CREDIT AGRICOLE SA EUR3	90,476	98,936
	CUMMINS INC	CUMMINS INC	40,779	40,836
	Curtiss-Wright Corp	CURTISS WRIGHT CORP COM	119,087	194,598
	DAIICHI LIFE GROUP INC	DAIICHI LIFE GROUP INC	106,137	120,583
	Daiichi Sankyo Co Ltd	DAIICHI SANKYO COM NPV	69,098	64,079
	Daimler Truck Holding AG	DAIMLER TRUCK HOLD NPV	425,342	683,755
	Danaher Corp	DANAHER CORP COM	284,128	289,355
	DANSKE BANK A/S DKK10	DANSKE BANK A/S DKK10	104,733	109,714
	DBS Group Holdings Ltd	DBS GROUP HLDGS NPV	123,889	227,105
	DELEK GROUP ILS1	DELEK GROUP ILS1	35,679	56,333
	Delta Air Lines Inc	DELTA AIR LINES INC DEL COM NEW COM NEW	723,971	1,082,015
	Demant A/S	DEMANT A/S DKK0.20	151,711	111,667
	DEUTZ AG	DEUTZ AG NPV	57,594	56,752
	DEVON ENERGY CORP NEW	DEVON ENERGY CORP NEW COM	112,676	117,216
	DEXCOM INC	DEXCOM INC COM	490,614	487,952
	DOCUSIGN INC	DOCUSIGN INC COM	75,924	68,400
	DOLLAR GEN CORP NEW	DOLLAR GEN CORP NEW COM	327,571	411,587
	Dollarama Inc	DOLLARAMA INC COM STK NPV	480,958	658,483
	DOUBLEVERIFY HLDGS INC	DOUBLEVERIFY HLDGS INC COM	47,079	42,328
	Drax Group PLC	DRAX GROUP ORD GBP0.1155172	89,516	130,909
	Dynatrace Inc	DYNATRACE INC COM	77,685	60,676
	EASYJET	EASYJET ORD GBP0.27285714	50,201	55,691
	Eaton Corp PLC	EATON CORP PLC COM USD0.50	348,086	324,880
	EIFFAGE EUR4	EIFFAGE EUR4	123,299	128,802
	ELASTIC N V	ELASTIC N V COM USD0.01	69,042	60,352
	Elbit Systems Ltd	ELBIT SYSTEMS LTD ILS1	268,426	471,803
	Elevance Health Inc	ELEVANCE HEALTH INC	1,579,941	1,146,299
	ELI LILLY & CO	ELI LILLY & CO COM NPV	408,140	458,888
	EMCOR Group Inc	EMCOR GROUP INC COM	56,048	103,393
	ENERFLEX LTD	ENERFLEX LTD COM NPV	56,969	66,363
	Equifax Inc	EQUIFAX INC COM	534,665	541,148
	EQUINIX INC	EQUINIX INC COM USD0.001	147,626	153,232
	Equinor ASA	EQUINOR ASA NOK2.50	297,822	279,132
	EssilorLuxottica SA	ESSILORLUXOTTICA EUR 0.18	318,264	448,849
	EVERPURE INC	EVERPURE INC COM USD0.0001 CL A	42,569	33,505
	EXELIXIS INC	EXELIXIS INC COM STK	70,729	83,277
	Exelon Corp	EXELON CORP COM	152,967	156,924
	Fiserv Inc	FISERV INC COM	204,211	79,462
	FORD MTR CO DEL	FORD MTR CO DEL COM PAR $0.01 COM PAR $0.01	109,595	108,896
	FORVIA EUR7	FORVIA EUR7	60,972	94,057
	FOX CORP CL B CL B	FOX CORP CL B CL B	181,028	227,255
	GALP ENERGIA SGPS EUR1	GALP ENERGIA SGPS EUR1	88,213	86,426
	GAMMA COMMUNICATIO	GAMMA COMMUNICATIO ORD GBP0.0025	45,128	33,991
	GAP INC	GAP INC COM	25,967	25,600
	GARMIN LTD COMMON STOCK	GARMIN LTD COMMON STOCK	151,013	141,995
	GARRETT MOTION INC	GARRETT MOTION INC COM	25,944	26,145
	General Electric Co	GE AEROSPACE	452,225	471,286
	GE VERNOVA LLC	GE VERNOVA LLC COM	117,968	124,178
	GEN MTRS CO	GEN MTRS CO COM	301,896	426,930
	Generac Holdings Inc	GENERAC HLDGS INC COM STK	18,416	13,637
	General Dynamics Corp	GENERAL DYNAMICS CORP COM	1,320,728	1,769,822
	Genmab A/S	GENMAB AS DKK1	86,451	100,400
	GENTEX CORP	GENTEX CORP COM	16,670	13,962
	George Weston Ltd	GEORGE WESTON COM NPV	63,265	89,803
	Gilead Sciences Inc	GILEAD SCIENCES INC	175,234	184,110
	Globe Life Inc	GLOBE LIFE INC COM	40,551	41,958
	GoDaddy Inc	GODADDY INC CL A CL A	611,112	471,504
	GRANITE REAL ESTAT UNITS	GRANITE REAL ESTAT UNITS	39,029	41,727
	Gaztransport Et Technigaz SA	GTT EUR0.01	138,248	178,953
	Haleon PLC	HALEON PLC ORD GBP0.01	596,798	830,692
	Halozyme Therapeutics Inc	HALOZYME THERAPEUTICS INC COM	56,960	67,300
	HCA Healthcare Inc	HCA HEALTHCARE INC COM	1,290,666	2,603,678
	HEICO CORP NEW CL A CL A	HEICO CORP NEW CL A CL A	227,335	229,711
	HEINEKEN HOLDING EUR1.6 A	HEINEKEN HOLDING EUR1.6 A	37,898	39,867
	Heineken NV	HEINEKEN NV EUR1.60	699,402	701,117
	HF SINCLAIR CORPORATION	HF SINCLAIR CORPORATION COM USD0.01	62,679	55,296
	HONEYWELL INTL INC	HONEYWELL INTL INC COM STK	498,649	468,216
	Hong Kong Exchanges & Clearing Ltd	HONG KONG EXCHANGES & CLEAR	79,642	78,551
	HOST HOTELS & RESORTS INC REIT	HOST HOTELS & RESORTS INC REIT	104,872	120,564
	HOYA CORP	HOYA CORP NPV	464,333	498,647
	HP INC	HP INC COM	41,055	40,104
	HSBC Holdings PLC	HSBC HLDGS ORD USD0.50(UK REG)	481,047	938,608
	HUBSPOT INC	HUBSPOT INC COM	358,578	272,884
	HUDBAY MINERALS INC	HUDBAY MINERALS INC COM STK	17,646	25,805
	HUSQVARNA AB SER'B'NPV	HUSQVARNA AB SER'B'NPV	17,721	17,153
	IA FINANCIAL CORP	IA FINANCIAL CORP COM NPV	130,233	155,678
	ICG PLC	ICG PLC	63,995	66,913
	IDEMITSU KOSAN CO	IDEMITSU KOSAN CO NPV	27,856	29,434
	IGO Ltd	IGO LTD	14,528	28,495
	Incyte Corp	INCYTE CORP COM	116,915	158,032
	Industria de Diseno Textil SA	INDITEX (IND.DE DISENO TEXTIL SA) EUR0.03 (POST SUBD)	419,384	651,628
	ING Groep NV	ING GROEP N.V. EUR0.01	542,431	1,440,946
	Insulet Corp	INSULET CORP COM STK	139,431	127,908
	Intact Financial Corp	INTACT FINL CORP COM NPV	131,145	145,914
	INTERNATIONAL CONSOLIDATED AIRLINE	INTERNATIONAL CONSOLIDATED AIRLINE ORD EUR0.10	30,503	37,492
	Intuit Inc	INTUIT COM	413,357	414,013
	Iridium Communications Inc	IRIDIUM COMMUNICATIONS INC COM STK	154,329	125,136
	ITT INC	ITT INC COM	17,416	17,351
	JAPAN POST HOLD CO	JAPAN POST HOLD CO NPV	63,536	71,603
	JAZZ PHARMACEUTICALS PLC	JAZZ PHARMACEUTICALS PLC COM USD0.0001	66,229	85,000
	Johnson & Johnson	JOHNSON & JOHNSON COM USD1	178,222	219,574
	JPMorgan Chase & Co	JPMORGAN CHASE & CO COM	534,374	1,088,781
	KDDI Corp	KDDI CORP NPV	597,520	663,539
	Keyence Corp	KEYENCE CORP NPV	354,584	325,446
	Keysight Technologies Inc	KEYSIGHT TECHNOLOGIES INC COM	354,890	448,034
	Kinross Gold Corp	KINROSS GOLD CORP COM NPV NEW	287,185	759,278
	KLA Corp	KLA CORPORATION COM USD0.001	46,813	76,550
	KON BAM GROEP NV EUR0.10	KON BAM GROEP NV EUR0.10	54,192	64,803
	KONGSBERG GRUPPEN	KONGSBERG GRUPPEN	107,029	148,825
	KONINKLIJKE HEIJMANS N.V	KONINKLIJKE HEIJMANS N.V	54,664	76,138

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	Koninklijke KPN NV	KONINKLIJKE KPN	314,587	401,629
	Kroger Co/The	KROGER CO COM	163,200	156,200
	Kuaishou Technology	KUAISHOU TECHNOLOG USD0.0000053 B CLASS	197,653	213,043
	L3Harris Technologies Inc	L3HARRIS TECHNOLOGIES INC COM	57,802	61,650
	Lam Research Corp	LAM RESH CORP COM NEW	292,325	393,714
	LEG IMMOBILIEN SE	LEG IMMOBILIEN SE	178,041	169,907
	Legrand SA	LEGRAND SA EUR4	523,022	605,417
	Leidos Holdings Inc	LEIDOS HLDGS INC COM	36,951	36,080
	Linde PLC	LINDE PLC	642,209	810,994
	Lloyds Banking Group PLC	LLOYDS BANKING GP ORD GBP0.1	546,963	1,119,064
	LOCKHEED MARTIN CORP	LOCKHEED MARTIN CORP COM	310,666	324,543
	Logitech International SA	LOGITECH INTL CHF0.25 (REGD)	99,310	104,260
	LOTTOMATICA GROUP	LOTTOMATICA GROUP NPV	49,138	54,457
	LVMH Moet Hennessy Louis Vuitton SE	LVMH MOET HENNESSY EUR0.30	442,416	481,783
	Lyft Inc	LYFT INC CL A CL A	93,311	98,787
	MAGNUM ICE CREAM C	MAGNUM ICE CREAM C ORD EUR3.50 (DI)	24,158	33,481
	MANULIFE FINL CORP	MANULIFE FINL CORP COM NPV	522,004	530,851
	MARATHON PETE CORP	MARATHON PETE CORP COM	162,770	146,367
	MARVELL TECHNOLOGY INC	MARVELL TECHNOLOGY INC COM	225,244	203,952
	Mastercard Inc	MASTERCARD INCORPORATED COM USD0.0001 CLASS A	2,131,680	2,667,722
	McKesson Corp	MCKESSON CORP	477,432	697,247
	MDA Space Ltd	MDA SPACE LTD COM NPV	142,926	116,608
	MEDPACE HLDGS INC	MEDPACE HLDGS INC COM	85,099	101,097
	MEIJI HOLDINGS CO	MEIJI HOLDINGS CO NPV	266,241	282,366
	MERCEDES-BENZ GROUP AG	MERCEDES-BENZ GROUP AG	276,462	302,656
	Merck & Co Inc	MERCK & CO INC NEW COM	360,346	399,988
	Meridian Energy Ltd	MERIDIAN ENERGY LT NPV	91,377	86,526
	Meta Platforms Inc	META PLATFORMS INC COM USD0.000006 CL 'A'	2,752,274	5,511,091
	METLIFE INC	METLIFE INC COM STK USD0.01	127,601	126,304
	MFE-MEDIAFOREUROPE EUR0.06 A	MFE-MEDIAFOREUROPE EUR0.06 A	28,006	29,024
	MGM CHINA HLDGS LT HKD1	MGM CHINA HLDGS LT HKD1	87,235	72,089
	MICRON TECHNOLOGY INC	MICRON TECHNOLOGY INC COM USD0.10	78,215	85,623
	MICROSOFT CORP	MICROSOFT CORP COM USD0.00000625	3,883,921	6,102,801
	Mitsubishi UFJ Financial Group Inc	MITSUBISHI UFJ FIN NPV	137,790	138,372
	MONSTER BEVERAGE CORP NEW	MONSTER BEVERAGE CORP NEW COM	570,216	759,033
	Moody's Corp	MOODYS CORP COM	19,504	20,434
	Motorola Solutions Inc	MOTOROLA SOLUTIONS INC	491,113	494,483
	MS&AD Insurance Group Holdings Inc	MS&AD INS GP HLDGS NPV	67,371	72,840
	MSCI Inc	MSCI INC COM USD0.01	32,292	34,424
	MTU AERO ENGINES A	MTU AERO ENGINES A NPV (REGD)	19,060	18,778
	Muenchener Rueckversicherungs-Gesellschaft AG in Muenchen	MUENCHENER RUECKVE NPV(REGD)	575,180	614,717
	MURATA MANUFACTURING CO.	MURATA MANUFACTURING CO. NPV	28,075	39,347
	NatWest Group PLC	NATWEST GROUP PLC ORD GBP1.0769	522,347	1,262,217
	NCC SER'B'NPV	NCC SER'B'NPV	39,313	40,726
	NEMETSCHEK SE	NEMETSCHEK SE ORD NPV	29,827	25,612
	NESTLE SA	NESTLE SA	768,237	721,059
	NetApp Inc	NETAPP INC COM STK	21,966	21,418
	Netflix Inc	NETFLIX INC COM STK	416,384	326,285
	Neurocrine Biosciences Inc	NEUROCRINE BIOSCIENCES INC COM	55,550	56,732
	New York Times Co/The	NEW YORK TIMES CO CL A ISIN #US6501111073	105,204	124,956
	Newmont Corp	NEWMONT CORPORATION	23,671	29,955
	NEXANS SA EUR1	NEXANS SA EUR1	86,402	88,943
	NEXT	NEXT ORD GBP0.10	80,019	87,033
	NMI Holdings Inc	NMI HOLDINGS INC COMMON STOCK	35,612	53,027
	NORDIC SEMICONDUCT NOK0.01	NORDIC SEMICONDUCT NOK0.01	41,332	41,179
	Northrop Grumman Corp	NORTHROP GRUMMAN CORP COM	1,142,719	1,238,496
	Novartis AG	NOVARTIS AG CHF0.49 (REGD)	958,334	1,347,018
	Novo Nordisk A/S	NOVO NORDISK A/S SER'B'DKK0.1	945,920	665,986
	NRG Energy Inc	NRG ENERGY INC COM NEW	124,023	191,088
	NVENT ELECTRIC PLC	NVENT ELECTRIC PLC COM USD0.01 WI	84,599	122,364
	NVIDIA Corp	NVIDIA CORP COM	2,089,673	3,837,797
	NXP SEMICONDUCTORS N V	NXP SEMICONDUCTORS N V COM STK	132,244	130,236
	O'Reilly Automotive Inc	O REILLY AUTOMOTIVE INC NEW COM USD0.01	411,270	416,830
	Oracle Corp Japan	ORACLE CORP JAPAN NPV	363,531	302,938
	OSB GROUP PLC	OSB GROUP PLC ORD GBP 0.0100	21,599	25,347
	OTIS WORLDWIDE CORP	OTIS WORLDWIDE CORP COM USD0.01 WI	44,036	43,675
	PANDORA A/S DKK0.01	PANDORA A/S DKK0.01	227,722	141,195
	PAYPAL HLDGS INC	PAYPAL HLDGS INC COM	356,454	332,766
	PepsiCo Inc	PEPSICO INC COM	481,682	412,189
	Pernod Ricard SA	PERNOD RICARD NPV EUR 1.55	194,648	89,544
	Perseus Mining Ltd	PERSEUS MINING LTD NPV	63,196	98,761
	PG& E CORP	PG& E CORP COM	409,262	424,248
	Philip Morris International Inc	PHILIP MORRIS INTL COM STK NPV	121,050	128,320
	PHOENIX FINANCE LTD	PHOENIX FINANCE LTD	199,742	242,708
	PRIMERICA INC	PRIMERICA INC COM	18,267	18,085
	Procter & Gamble Co/The	PROCTER & GAMBLE COM NPV	710,490	730,738
	QORVO INC	QORVO INC COM	88,790	84,510
	QUALCOMM Inc	QUALCOMM INC COM	447,321	478,940
	RALPH LAUREN CORP CL A CL A	RALPH LAUREN CORP CL A CL A	75,996	113,155
	RAYMOND JAMES FNCL INC	RAYMOND JAMES FNCL INC COM STK	47,783	48,177
	REGENERON PHARMACEUTICALS INC	REGENERON PHARMACEUTICALS INC COM	33,932	46,312
	Regis Resources Ltd	REGIS RESOURCES LT NPV	66,577	188,510
	RELX PLC	RELX PLC	600,024	529,285
	REPSOL SA EUR1	REPSOL SA EUR1	87,761	88,840
	REPUBLIC SVCS INC	REPUBLIC SVCS INC COM	165,399	148,351
	RESONA HOLDINGS	RESONA HOLDINGS NPV	63,163	61,913
	Roche Holding AG	ROCHE HLDGS AG GENUSSCHEINE NPV	1,524,995	1,946,623
	ROCKWELL AUTOMATION	ROCKWELL AUTOMATION	93,966	105,049
	ROKU INC	ROKU INC COM CL A COM CL A	74,308	86,792
	ROLLS ROYCE HLDGS	ROLLS ROYCE HLDGS ORD GBP0.20	41,967	44,084
	RTX Corp	RTX CORPORATION COMSTK	503,441	921,402
	S&P Global Inc	S&P GLOBAL INC COM	28,982	31,355
	SAFRAN SA EUR0.20	SAFRAN SA EUR0.20	170,371	183,373
	SAIZERIYA COMPANY	SAIZERIYA COMPANY NPV	14,498	13,985
	Salesforce Inc	SALESFORCE INC COM USD0.001	1,161,157	1,206,665
	Samsung Electronics Co Ltd	SAMSUNG ELECTRONIC GDR EACH REP 25 COM(REG'S')	1,112,998	1,983,360
	SANDISK CORP	SANDISK CORP COM	172,358	168,540
	SANOFI EUR2	SANOFI EUR2	238,041	231,995
	Santen Pharmaceutical Co Ltd	SANTEN PHARM CO NPV	32,902	32,158
	Schneider Electric SE	SCHNEIDER ELECTRIC EUR4.00	638,718	706,524

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	Charles Schwab Corp/The	SCHWAB CHARLES CORP COM NEW	801,128	1,016,185
	SCOR SE EUR7.876972	SCOR SE EUR7.876972	42,916	45,804
	SCOUT24 SE	SCOUT24 SE NPV	471,326	386,243
	Seagate Technology Holdings PLC	SEAGATE TECHNOLOGY HOLDINGS PLC	522,183	2,404,155
	SECOM CO	SECOM CO NPV	74,072	74,665
	ServiceNow Inc	SERVICENOW INC COM USD0.001	701,935	589,782
	SHERWIN-WILLIAMS CO	SHERWIN-WILLIAMS CO COM	127,033	123,131
	Shionogi & Co Ltd	SHIONOGI & CO LTD NPV	220,468	257,375
	Siemens AG	SIEMENS AG NPV(REGD)	371,495	789,244
	SIEMENS HEALTHINEE	SIEMENS HEALTHINEE NPV	597,846	591,134
	SINGAPORE EXCHANGE	SINGAPORE EXCHANGE NPV	93,997	100,230
	Singapore Technologies Engineering Ltd	SINGAPORE TECHNOLOGIES ENGINEERING	364,238	548,675
	SKYWORKS SOLUTIONS INC	SKYWORKS SOLUTIONS INC COM	85,292	76,092
	SNAP INC SNAP INC	SNAP INC SNAP INC	48,723	53,262
	Societe Generale SA	SOCIETE GENERALE EUR1.25	399,234	550,753
	SoftBank Corp	SOFTBANK CORP NPV	315,685	346,295
	SOMPO HOLDINGS INC	SOMPO HOLDINGS INC	190,302	204,255
	Sonova Holding AG	SONOVA HOLDING AG CHF0.05 (REGD)	138,719	113,974
	SOUTH32 LTD	SOUTH32 LTD NPV	409,359	505,816
	Sprouts Farmers Market Inc	SPROUTS FMRS MKT INC COM	281,396	164,598
	STANTEC INC	STANTEC INC COM	223,046	207,875
	Storebrand ASA	STOREBRAND ASA SER'A'NOK5	51,332	59,137
	Sumitomo Mitsui Financial Group Inc	SUMITOMO MITSUI FINANCIAL GROUP NPV	258,207	828,133
	Symrise AG	SYMRISE AG NPV (BR)	809,366	630,262
	SYNOPSYS INC	SYNOPSYS INC COM	350,340	367,791
	TAG IMMOBILIEN AG	TAG IMMOBILIEN AG NPV	69,662	63,488
	TE CONNECTIVITY PLC	TE CONNECTIVITY PLC COM USD0.01	158,713	159,257
	Technology One Ltd	TECHNOLOGY ONE NPV	40,896	61,697
	Techtronic Industries Co Ltd	TECHTRONIC INDUSTR NPV	126,352	115,501
	TELE2 AB SER'B'NPV	TELE2 AB SER'B'NPV	27,587	29,171
	Telenor ASA	TELENOR ASA ORD NOK6	302,554	359,375
	Telstra Group Ltd	TELSTRA GROUP LTD NPV	58,318	64,951
	TENCENT HLDGS LTD HKD0.00002	TENCENT HLDGS LTD HKD0.00002	513,219	506,612
	Tesla Inc	TESLA INC COM USD0.001	347,627	465,460
	TEXTRON INC	TEXTRON INC COM	36,357	43,585
	THALES SA EUR3	THALES SA EUR3	175,539	168,141
	Cigna Group/The	THE CIGNA GROUP	1,376,409	1,210,462
	Hartford Insurance Group Inc/The	THE HARTFORD INSURANCE GROUP INC COM USD0.01	384,248	411,746
	TJX Cos Inc/The	TJX COS INC COM NEW	161,259	168,971
	T-MOBILE US INC	T-MOBILE US INC COM	478,294	389,837
	TOKIO MARINE HLDG	TOKIO MARINE HLDG NPV	274,380	285,756
	TOPBUILD CORP	TOPBUILD CORP COM	52,382	54,235
	TOTALENERGIES SE EUR2.5	TOTALENERGIES SE EUR2.5	61,880	65,288
	TRACTOR SUPPLY CO	TRACTOR SUPPLY CO COM	40,469	40,008
	Trane Technologies PLC	TRANE TECHNOLOGIES PLC COM USD1	295,130	400,487
	TransDigm Group Inc	TRANSDIGM GROUP INC COM	670,623	699,501
	Uber Technologies Inc	UBER TECHNOLOGIES INC COM USD0.00001	975,490	1,029,301
	UBISOFT ENTERTAIN	UBISOFT ENTERTAIN NPV	44,191	30,982
	UBS Group AG	UBS GROUP AG USD0.10 (REGD)	546,122	751,330
	UCB	UCB NPV	45,385	48,479
	ULTA BEAUTY INC	ULTA BEAUTY INC COM STK USD0.01	407,376	580,810
	UNICAJA BANCO EUR0.25	UNICAJA BANCO EUR0.25	36,588	54,058
	UniCredit SpA	UNICREDIT SPA NPV	218,512	280,694
	UNILEVER PLC	UNILEVER PLC ORD GBP0.035	727,281	960,178
	United Airlines Holdings Inc	UNITED AIRLINES HOLDINGS INC COM USD0.01	570,153	996,652
	UNITED THERAPEUTICS CORP DEL	UNITED THERAPEUTICS CORP DEL COM STK	94,220	107,195
	UnitedHealth Group Inc	UNITEDHEALTH GROUP INC COM	2,125,822	1,551,847
	Universal Music Group NV	UNVL MUSIC GROUP EUR10.00	424,509	468,012
	UOL GROUP LIMITED SGD1	UOL GROUP LIMITED SGD1	65,523	76,118
	US Foods Holding Corp	US FOODS HLDG CORP COM	128,908	130,379
	United Overseas Bank Ltd	UTD O/S BANK NPV	286,782	408,942
	VALEO SE EUR1	VALEO SE EUR1	126,081	169,579
	Veeva Systems Inc	VEEVA SYS INC CL A COM CL A COM	159,004	156,261
	Veralto Corp	VERALTO CORP COM	363,901	359,308
	VERISIGN INC	VERISIGN INC COM	536,861	476,668
	Vertex Pharmaceuticals Inc	VERTEX PHARMACEUTICALS INC COM	775,500	782,046
	Vertiv Holdings Co	VERTIV HOLDINGS LLC COM USD0.0001	214,198	311,383
	VIATRIS INC	VIATRIS INC	29,895	36,105
	VICI PPTYS INC	VICI PPTYS INC COM	302,537	299,984
	Visa Inc	VISA INC COM CL A STK	706,643	743,505
	Vistra Corp	VISTRA CORP COM USD0.01	137,289	112,931
	Vodafone Group PLC	VODAFONE GROUP ORD USD0.2095238	126,618	187,528
	VONOVIA SE	VONOVIA SE NPV	145,699	140,358
	Walmart Inc	WALMART INC COM	29,055	33,423
	WALT DISNEY CO	WALT DISNEY CO	115,001	125,147
	WARTSILA EUR3.50	WARTSILA EUR3.50	72,565	96,506
	Waste Management Inc	WASTE MGMT INC DEL COM STK	406,961	419,426
	Wesdome Gold Mines Ltd	WESDOME GOLD MIN L COM NPV	57,427	94,560
	WHEATON PRECIOUS METALS CORP	WHEATON PRECIOUS METALS CORP COM	291,276	340,808
	Yangzijiang Shipbuilding Holdings Ltd	YANGZIJIANG SHIPBU NPV (SGD)	205,439	276,830
	YARA INTERNATIONAL NOK1.7	YARA INTERNATIONAL NOK1.7	16,113	18,059
	YELP INC	YELP INC COM	60,757	51,663
	ZEALAND PHARMA A/S	ZEALAND PHARMA A/S	77,080	80,672
	Zebra Technologies Corp	ZEBRA TECHNOLOGIES CORP CL A	92,349	70,418
	Zoetis Inc	ZOETIS INC COM USD0.01 CL 'A'	222,037	176,143
	Total Common Stock		**134,904,158**	**174,421,857**
	Corporate Bonds:			
	Abbott Laboratories	ABBOTT LABS 6.15% DUE 11-30-2037	2,519,101	2,565,946
	AbbVie Inc	ABBVIE INC 4.25% DUE 11-21-2049 REG	2,156,737	2,176,394
	AbbVie Inc	ABBVIE INC 4.4% DUE 11-06-2042	1,196,427	1,293,494
	ABBVIE INC	ABBVIE INC 4.55% DUE 03-15-2035 REG	433,647	454,117
	AbbVie Inc	ABBVIE INC 4.95% 03-15-2031	724,246	750,395
	AbbVie Inc	ABBVIE INC 5.05% 03-15-2034	2,314,641	2,389,205
	ABBVIE INC	ABBVIE INC 5.2% 03-15-2035	93,866	97,465
	AbbVie Inc	ABBVIE INC 5.35% 03-15-2044	580,752	575,252
	AbbVie Inc	ABBVIE INC 5.4% 03-15-2054	2,437,878	2,401,950
	ABBVIE INC	ABBVIE INC 5.6% 03-15-2055	364,503	367,433
	AbbVie Inc	ABBVIE INC FIXED 4.7% DUE 05-14-2045	1,308,176	1,270,651
	Accenture Capital Inc	ACCENTURE CAP INC 4.5% 10-04-2034	1,193,757	1,180,594

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	AEP Transmission Co LLC	AEP TRANSM CO LLC 3.8% DUE 06-15-2049	671,514	555,595
	AEP TRANSM CO LLC	AEP TRANSM CO LLC 5.375% DUE 06-15-2035	2,086,910	2,169,958
	AEP Transmission Co LLC	AEP TRANSM CO LLC FIXED 3.65% DUE 04-01-2050	832,199	908,044
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust	AERCAP IRELAND CAP / GLOBA 3.3% DUE 01-30-2032 BEO	842,261	961,625
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust	AERCAP IRELAND CAP / GLOBA 3.0% DUE 10-29-2028	1,364,412	1,401,403
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust	AERCAP IRELAND CAP/GLOBA 3.85% DUE 10-29-2041 BEO	71,780	73,740
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust	AERCAP IRELAND CAP/GLOBA 4.95% 09-10-2034	383,904	389,932
	AerCap Ireland Capital DAC / AerCap Global Aviation Trust	AERCAP IRELAND CAP/GLOBA 6.15% 09-30-2030	929,119	1,000,368
	Agree LP	AGREE LTD 2.9% DUE 10-01-2030	131,989	144,227
	AGREE LTD PARTNERSHIP	AGREE LTD PARTNERSHIP 4.8% 10-01-2032	520,060	546,132
	Agree LP	AGREE LTD PARTNERSHIP 5.625% 06-15-2034	2,522,111	2,571,533
	AGREE LTD PARTNERSHIP NT	AGREE LTD PARTNERSHIP NT 5.6% 06-15-2035	941,336	994,534
	Alabama Power Co	ALABAMA PWR CO 3.75% DUE 03-01-2045	453,420	477,475
	Alabama Power Co	ALABAMA PWR CO 4.15% DUE 08-15-2044	24,191	25,146
	Alphabet Inc	ALPHABET INC 1.9% DUE 08-15-2040	459,594	465,193
	ALPHABET INC	ALPHABET INC 4.375% DUE 11-15-2032	627,278	631,069
	ALPHABET INC	ALPHABET INC 4.7% 11-15-2035	2,985,934	2,996,615
	ALPHABET INC	ALPHABET INC 5.25% 15 MAY 2055	696,214	675,219
	ALPHABET INC	ALPHABET INC 5.3% 05-15-2065	692,412	662,395
	ALPHABET INC	ALPHABET INC 5.45% 11-15-2055	3,403,010	3,364,734
	ALPHABET INC SR BD	ALPHABET INC SR BD 5.7% 11-15-2075	1,444,248	1,437,907
	Altria Group Inc	ALTRIA GROUP INC 3.4% DUE 02-04-2041	2,633,563	2,969,753
	Amazon.com Inc	AMAZON COM INC 2.5% DUE 06-03-2050	528,371	454,148
	Amazon.com Inc	AMAZON COM INC 4.05% 08-22-2047	526,614	441,534
	AMAZON	AMAZON COM INC 4.65% 11-20-2035	1,682,867	1,682,966
	AMAZON	AMAZON COM INC 5.45% 11-20-2055	1,448,968	1,426,197
	AMAZON	AMAZON COM INC 5.55% 11-20-2065	1,448,341	1,417,540
	Amazon.com Inc	AMAZON COM INC FIXED 3.875% DUE 08-22-2037	266,172	252,775
	Amazon.com Inc	AMAZON COM INC NT 2.875% 05-12-2041	318,794	243,762
	Amazon.com Inc	AMAZON COM INC NT 3.1% 05-12-2051	605,589	424,600
	Amazon.com Inc	AMAZON.COM INC 3.95% 04-13-2052	213,469	180,314
	America Movil SAB de CV	AMER MOVIL S A B DE C V FORMERLY AME GTDSR NT 6.125 DUE 11-01-2037 REG	48,910	53,771
	America Movil SAB de CV	AMER MOVIL SAB DE CV 6.125% 03-30-2040	434,620	469,172
	Ameren Illinois Co	AMEREN ILL CO 1.55% DUE 11-15-2030	700,343	724,597
	Ameren Illinois Co	AMEREN ILL CO FIXED 3.85% DUE 09-01-2032	2,302,325	2,476,108
	AMEREN ILLINOIS CO	AMEREN ILLINOIS CO 5.625% 03-01-2055	304,428	294,590
	AMERICAN EXPRESS CO	AMERICAN EXPRESS CO 4.804% 10-24-2036	1,447,000	1,431,592
	AMERICAN EXPRESS CO	AMERICAN EXPRESS CO 4.918% 07-20-2033	2,872,000	2,926,184
	AMERICAN EXPRESS CO	AMERICAN EXPRESS CO 5.085% 01-30-2031	995,000	1,026,331
	AMERICAN HOMES	AMERICAN HOMES 4 RENT L P 4.95% 06-15-2030	619,536	636,025
	AMERN EXPRESS CO FLTG RT	AMERN EXPRESS CO FLTG RT 5.442% DUE 01-30-2036	1,258,201	1,314,223
	AMERN EXPRESS CO FLTG RT	AMERN EXPRESS CO FLTG RT 5.667% DUE 04-25-2036	962,000	1,018,346
	Amgen Inc	AMGEN INC 5.25% DUE 03-01-2033	1,891,921	2,000,567
	AMGEN INC	AMGEN INC 5.6% DUE 03-01-2043	330,314	342,096
	AMGEN INC	AMGEN INC 5.65% 03-02-2053	389,747	396,313
	AMPHENOL CORP	AMPHENOL CORP 5.3% 11-15-2055	793,688	762,614
	AMPHENOL CORP NEW SR NT	AMPHENOL CORP NEW SR NT 4.625% 02-15-2036	749,198	736,400
	ANHEUSER BUSCH	ANHEUSER BUSCH 8% DUE 11-15-2039	1,305,404	1,330,184
	Anheuser-Busch InBev Worldwide Inc	ANHEUSER BUSCH INBEV WOR 5.55% 01-23-2049	10,708	10,006
	Anheuser-Busch Cos LLC / Anheuser-Busch InBev Worldwide Inc	ANHEUSER-BUSCH COS LLC CORP 4.7% 02-01-2036	3,613,808	3,689,053
	Anheuser-Busch Cos LLC / Anheuser-Busch InBev Worldwide Inc	ANHEUSER-BUSCH COS LLC CORP 4.9% 02-01-2046	8,818,551	8,926,269
	Elevance Health Inc	ANTHEM INC 4.65% DUE 01-15-2043	743,267	682,717
	APOLLO GLOBAL MANAGEMENT INC	APOLLO GLOBAL MANAGEMENT INC 5.15% 08-12-2035	292,590	295,617
	Apollo Global Management Inc	APOLLO GLOBAL MGMT 5.8% 05-21-2054	1,187,437	1,167,453
	Apollo Management Holdings LP	APOLLO MGMT HLDGS 4.4% DUE 05-27-2026	533,960	555,059
	Apple Inc	APPLE INC 2.375% DUE 02-08-2041	404,718	420,610
	Apple Inc	APPLE INC 2.65% DUE 05-11-2050 REG	536,276	340,169
	Apple Inc	APPLE INC 3.45% DUE 02-09-2045	2,848,734	2,752,908
	Apple Inc	APPLE INC 3.75% DUE 09-12-2047	842,272	665,542
	Apple Inc	APPLE INC 3.85% DUE 05-04-2043	1,548,223	1,503,890
	Apple Inc	APPLE INC 3.85% DUE 08-04-2046	155,422	142,329
	APPLE INC	APPLE INC 3.95% 08-08-2052	1,981,786	1,989,299
	APPLE INC	APPLE INC 4.2% 05-12-2030	1,244,880	1,262,353
	Apple Inc	APPLE INC 4.375% DUE 05-13-2045	585,319	581,257
	Apple Inc	APPLE INC 4.45% DUE 05-06-2044	171,888	129,243
	APPLE INC	APPLE INC 4.65% DUE 02-23-2046	1,879,304	1,938,966
	APPLIED MATERIALS INC	APPLIED MATERIALS INC 4.6% 01-15-2036	1,191,965	1,179,199
	ARES MANAGEMENT CORPORATION	ARES MANAGEMENT CORPORATION 5.6% 10-11-2054	338,770	340,016
	ARIZONA PUB SVC CO	ARIZONA PUB SVC CO 5.9% 08-15-2055	831,578	852,747
	Ascension Health	ASCENSION 2.532% DUE 11-15-2029	498,454	562,884
	Ascension Health	ASCENSION 3.106% DUE 11-15-2039	450,000	358,984
	ASCENSION HLTH	ASCENSION HLTH 4.923% DUE 11-15-2035	1,505,000	1,510,389
	ASSURANT INC SR NT	ASSURANT INC SR NT 5.55% 02-15-2036	573,149	585,687
	ASTRAZENECA FIN LLC	ASTRAZENECA FIN LLC 5.0% 02-26-2034	1,806,892	1,897,703
	Astrazeneca Finance LLC	ASTRAZENECA FIN LLC NT 4.9% 02-26-2031	348,894	362,631
	AstraZeneca PLC	ASTRAZENECA PLC 6.45% DUE 09-15-2037	2,326,479	2,434,346
	AT&T INC	AT&T INC 3.5% DUE 06-01-2041	216,078	216,139
	AT&T Inc	AT&T INC 3.5% DUE 09-15-2053 REG	2,539,632	2,625,198
	AT&T Inc	AT&T INC 3.55% DUE 09-15-2055	428,040	438,590
	AT&T Inc	AT&T INC 3.65% DUE 09-15-2059	72,414	72,266
	AT&T INC	AT&T INC 3.8% 12-01-2057	219,202	218,210
	AT&T Inc	AT&T INC 4.5% DUE 05-15-2035	577,452	577,418
	AT&T INC	AT&T INC 4.9% 11-01-2035	835,427	829,415
	AT&T INC	AT&T INC 5.55% 11-01-2045	667,769	647,152
	AT&T INC	AT&T INC 5.7% 11-01-2054	1,163,963	1,126,134
	Atlas Warehouse Lending Co LP	ATLAS WHSE LENDING CO LP SR NT 144A 3C7 6.05% 01-15-2028	729,861	753,196
	BAT Capital Corp	B A T CAP CORP 4.39% 08-15-2037	2,631,720	3,337,153
	B A T CAP CORP	B A T CAP CORP 4.54% 08-15-2047	687,196	718,514
	B A T CAP CORP FIXED	B A T CAP CORP FIXED 3.734% DUE 09-25-2040	45,120	48,680
	Baltimore Gas and Electric Co	BALT GAS & ELEC CO 3.5% DUE 08-15-2046	1,436,283	999,890
	Baltimore Gas and Electric Co	BALT GAS & ELEC CO 6.35% DUE 10-01-2036	322,939	266,387
	Baltimore Gas and Electric Co	BALT GAS & ELEC CO FIXED 2.9% DUE 06-15-2050	156,113	156,106
	BALTIMORE GAS & ELEC CO SR NT	BALTIMORE GAS & ELEC CO SR NT 5.45% 06-01-2035	828,748	863,172
	Baltimore Gas and Electric Co	BALTIMORE GAS & ELECTRIC CO 2.25% DUE 06-15-2031 BEO	912,858	1,052,391
	BANCO SANTANDER S A	BANCO SANTANDER S A 5.127% 11-06-2035	1,000,000	1,002,203
	Bank of America Corp	BANK AMER CORP 2.687% DUE 04-22-2032	1,579,220	1,561,583
	BANK AMER CORP	BANK AMER CORP 2.972% DUE 07-21-2052 BEO	542,178	552,422
	Bank of America Corp	BANK AMER CORP 3.311% DUE 04-22-2042	1,497,704	1,354,306
	Bank of America Corp	BANK AMER CORP 4.083% 03-20-2051	279,142	293,943
	Bank of America Corp	BANK AMER CORP SR NT 2.972% 02-04-2033	736,226	815,089

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	Bank of America Corp	BANK OF AMERICA CORP 5.425% 08-15-2035	3,385,727	3,485,262
	Bank of America Corp	BANK OF AMERICA CORPORATION 2.676% DUE 06-19-2041/06-19-2020 REG	3,192,856	3,511,751
	Bank of America Corp	BANK OF AMERICA CORPORATION 4.078% 04-23-2040	212,442	241,699
	BANK OF NOVA SCOTIA	BANK OF NOVA SCOTIA 7.35% 04-27-2085	390,000	405,577
	BARCLAYS PLC	BARCLAYS PLC 5.86% 08-11-2046	160,000	164,495
	Barrick North America Finance LLC	BARRICK N AMER FIN 5.7% DUE 05-30-2041	499,215	362,818
	Barrick North America Finance LLC	BARRICK N AMER FIN 5.75% DUE 05-01-2043	2,355,059	2,463,606
	Barrick PD Australia Finance Pty Ltd	BARRICK PD 5.95% DUE 10-15-2039	814,310	689,883
	BAT CAPITAL CORPORATION	BAT CAPITAL CORPORATION 7.081% DUE 08-02-2053	251,865	259,304
	BAYER US FIN II	BAYER US FIN II 4.875% DUE 06-25-2048	1,087,929	1,112,054
	BAYLOR SCOTT & WHITE HLDGS	BAYLOR SCOTT & WHITE HLDGS 2.839% 11-15-2050	914,207	951,023
	Berkshire Hathaway Energy Co	BERKSHIRE HATHAWAY ENERGY CO SR NT 4.6% 05-01-2053	669,723	659,692
	BERKSHIRE HATHAWAY FIN CORP	BERKSHIRE HATHAWAY FIN CORP 2.85% DUE 10-15-2050	872,841	894,799
	Berkshire Hathaway Finance Corp	BERKSHIRE HATHAWAY FINANCE CORP 3.85% 03-15-2052	55,670	54,122
	Berkshire Hathaway Energy Co	BERKSHIRE HATHAWAY FIXED 4.45% DUE 01-15-2049	830,714	844,829
	BHP BILLITON FIN USA LTD	BHP BILLITON FIN USA LTD 5.0% 02-15-2036	2,211,683	2,236,216
	BHP Billiton Finance USA Ltd	BHP BILLITON FIN USA LTD 5.25% 09-08-2033	1,357,615	1,425,570
	BK NEW YORK MELLON FLTG RT	BK NEW YORK MELLON FLTG RT 4.942% DUE 02-11-2031	1,370,000	1,409,846
	Bank of America NA	BK OF AMER NA 6 DUE 10-15-2036	2,812,396	3,012,067
	BlackRock Funding Inc	BLACKROCK FUNDING INC 5.25% 03-14-2054	69,247	67,332
	BLACKSTONE REG FIN	BLACKSTONE REG FIN 4.95% DUE 02-15-2036	513,507	511,264
	BLACKSTONE REG FINANCE CO LLC	BLACKSTONE REG FINANCE CO LLC 4.3% 11-03-2030	1,252,703	1,255,608
	Boeing Co/The	BOEING CO 3.75% DUE 02-01-2050	178,240	204,683
	Boeing Co/The	BOEING CO 6.625 DEB DUE 02-15-2038	214,850	251,068
	Boeing Co/The	BOEING CO 6.858% 05-01-2054	74,497	78,961
	BOEING CO FIXED	BOEING CO FIXED 5.705% DUE 05-01-2040	1,418,142	1,494,212
	Boeing Co/The	BOEING CO FIXED 5.805% DUE 05-01-2050	874,359	923,704
	Boeing Co/The	BOEING CO SR NT 6.528% 05-01-2034	420,000	465,655
	BP Capital Markets America Inc	BP CAP MKTS AMER 2.772% DUE 11-10-2050	290,795	293,870
	BP Capital Markets America Inc	BP CAP MKTS AMER 2.939% DUE 06-04-2051	388,681	392,984
	BP Capital Markets America Inc	BP CAP MKTS AMER INC 3.0% DUE 02-24-2050	1,218,429	1,008,364
	BP Capital Markets America Inc	BP CAP MKTS AMER INC 4.812% DUE 02-13-2033	1,291,440	1,323,716
	BP Capital Markets America Inc	BP CAP MKTS AMER INC SR GTD NT 2.721% 01-12-2032	262,422	296,444
	Bristol-Myers Squibb Co	BRISTOL MYERS FIXED 4.125% DUE 06-15-2039	1,286,363	1,009,902
	BROADCOM INC	BROADCOM INC 4.55% 02-15-2032	715,557	747,067
	Broadcom Inc	BROADCOM INC 4.8% 10-15-2034	2,045,092	2,099,039
	BROADCOM INC	BROADCOM INC 4.9% 02-15-2038	3,401,751	3,348,288
	BROADCOM INC	BROADCOM INC 4.9% 07-15-2032	979,945	996,872
	BROADCOM INC SR NT	BROADCOM INC SR NT 3.5% 02-15-2041	512,767	534,240
	BROADCOM INC SR NT	BROADCOM INC SR NT 4.8% 02-15-2036	1,491,816	1,478,256
	BROADCOM INC SR NT	BROADCOM INC SR NT 5.15% 11-15-2031	1,331,157	1,374,603
	BROADCOM INC SR NT	BROADCOM INC SR NT 5.2% 07-15-2035	2,698,872	2,733,437
	BROOKFIELD ASSET MGMT LTD	BROOKFIELD ASSET MGMT LTD 4.653% 11-15-2030	1,264,000	1,274,112
	BROOKFIELD ASSET MGMT LTD	BROOKFIELD ASSET MGMT LTD 6.077% 09-15-2055	2,321,842	2,359,038
	BROOKFIELD AST	BROOKFIELD AST 5.298% DUE 01-15-2036	842,882	843,576
	BROOKFIELD FIN INC	BROOKFIELD FIN INC 5.33% 01-15-2036	294,782	295,954
	BUNGE LTD FINANCE CORP	BUNGE LTD FINANCE CORP 5.15% 08-04-2035	1,258,492	1,285,282
	Burlington Northern Santa Fe LLC	BURL NORTHN SANTA 4.375% DUE 09-01-2042	535,394	502,647
	Burlington Northern Santa Fe LLC	BURL NORTHN SANTA FIXED 3.55% DUE 02-15-2050	422,501	419,131
	Burlington Northern Santa Fe LLC	BURLINGTN N SANTA FIXED 4.05% DUE 06-15-2048	503,339	507,206
	BURLINGTN NORTH SANTA FE	BURLINGTN NORTH SANTA FE 5.55% 03-15-2056	109,244	108,899
	BURLINGTON NORTHN SANTA FE	BURLINGTON NORTHN SANTA FE 5.8% 03-15-2056	863,206	840,566
	Burlington Northern Santa Fe LLC	BURLINGTON NORTHN SANTA FE LLC 2.875% 06-15-2052	483,332	472,797
	Burlington Northern Santa Fe LLC	BURLINGTON NORTHN SANTA FE LLC 3.3% 09-15-2051	781,456	747,803
	Burlington Northern Santa Fe LLC	BURLINGTON NORTHN SANTA FE LLC 5.2% 04-15-2054	520,432	516,421
	Cadence Design Systems Inc	CADENCE DESIGN SYS 4.7% 09-10-2034	200,965	206,324
	CAPITAL ONE FINL CORP	CAPITAL ONE FINL CORP 6.051% 02-01-2035	1,693,672	1,777,721
	CATERPILLAR INC	CATERPILLAR INC 5.2% 05-15-2035	1,446,085	1,505,515
	Cenovus Energy Inc	CENOVUS ENERGY INC 6.75% DUE 11-15-2039	115,973	110,393
	CENTERPOINT ENER HOUSTON	CENTERPOINT ENER HOUSTON 4.95% 08-15-2035	1,852,010	1,876,614
	CenterPoint Energy Houston Electric LLC	CENTERPOINT ENERGY 4.5% DUE 04-01-2044	449,444	352,121
	CenterPoint Energy Houston Electric LLC	CENTERPOINT ENERGY FIXED 2.9% DUE 07-01-2050	101,005	100,224
	CenterPoint Energy Houston Electric LLC	CENTERPOINT ENERGY HOUSTON ELEC LLC 3.0%02-23-2032	282,298	307,931
	CenterPoint Energy Houston Electric LLC	CENTERPOINT ENERGY HOUSTON ELECTRIC 5.15% 03-01-2034	692,581	712,094
	CHARTER	CHARTER 3.5% DUE 06-01-2041	81,962	84,136
	CHARTER COMM OPT LLC/CAP	CHARTER COMM OPT LLC/CAP 3.9% DUE 06-01-2052 REG	108,054	107,384
	CHARTER COMMUNICATIONS ENTMT I L P	CHARTER COMMUNICATIONS ENTMT I L P 3.5% 03-01-2042	398,172	403,622
	CHARTER COMMUNICATIONS OPER LLC / SR SECD NT	CHARTER COMMUNICATIONS OPER LLC / SR SECD NT 5.25% 04-01-2053	418,775	411,213
	CHARTER COMMUNICATIONS OPER LLC / SR SECD NT	CHARTER COMMUNICATIONS OPER LLC / SR SECD NT 5.5% 04-01-2063	97,462	95,698
	CHARTER COMMUNICATIONS OPER LLC	CHARTER COMMUNICATIONS OPER LLC 5.85% 12-01-2035	592,597	593,031
	CHARTER COMMUNICATIONS OPER LLC	CHARTER COMMUNICATIONS OPER LLC 6.7% 12-01-2055	860,663	831,020
	CHARTER COMMUNICATIONS OPER LLC/CHARTE	CHARTER COMMUNICATIONS OPER LLC/CHARTE 4.8% DUE 03-01-2050	1,650,997	1,650,917
	JPMorgan Chase & Co	CHASE CAP II JR SUB DEFERRABLE INT DEB SER B FLTG DUE 02-01-2027/12-19-2017 REG	722,456	789,202
	Chubb Corp/The	CHUBB CORP 6% DUE 05-11-2037	376,890	337,244
	CI Financial Corp	CI FINL CORP 3.2% DUE 12-17-2030	1,768,871	1,848,300
	Cisco Systems Inc	CISCO SYS INC 5.3% 02-26-2054	481,040	466,884
	CISCO SYS INC	CISCO SYS INC 5.5% 02-24-2055	1,296,822	1,282,747
	Cisco Systems Inc	CISCO SYS INC SR NT 5.9 DUE 02-15-2039 REG	1,111,580	1,083,232
	CITADEL SECS GLOBAL HLDGS LLC SR SECD NT144A	CITADEL SECS GLOBAL HLDGS LLC SR SECD NT144A 5.5% 06-18-2030	518,612	534,083
	CITIBANK N A	CITIBANK N A 4.914% 05-29-2030	4,219,000	4,342,982
	Citibank NA	CITIBANK N A 5.57% 04-30-2034	4,076,573	4,279,855
	Citigroup Inc	CITIGROUP INC 2.904% 11-03-2042	995,729	1,196,978
	Citigroup Inc	CITIGROUP INC 3.878% DUE 01-24-2039	2,299,098	2,433,473
	CITIGROUP INC	CITIGROUP INC 5.174% 09-11-2036	1,171,000	1,184,447
	Citigroup Inc	CITIGROUP INC 5.174% 02-13-2030	2,250,000	2,310,862
	CITIGROUP INC	CITIGROUP INC 5.333% 03-27-2036	1,725,000	1,768,095
	CITIGROUP INC	CITIGROUP INC 5.612% 03-04-2056	3,996,042	3,987,180
	Citigroup Inc	CITIGROUP INC 5.827% 02-13-2035	201,312	208,198
	Citigroup Inc	CITIGROUP INC 8.125% DUE 07-15-2039	4,445,713	4,041,258
	CITIGROUP INC FLTG RT	CITIGROUP INC FLTG RT 4.952% DUE 05-07-2031	1,257,824	1,272,611
	Citigroup Inc	CITIGROUP INC NEW 2.976% 11-05-2030	437,261	390,769
	Cleveland Clinic Foundation/The	CLEV CLINIC FNDTN 4.858% DUE 01-01-2114	25,268	25,380
	Cleveland Electric Illuminating Co/The	CLEV ELEC ILLUM CO 5.95% DUE 12-15-2036	372,900	331,382
	Coca-Cola Co/The	COCA COLA CO 2.5% 03-15-2051	100,978	67,472
	Coca-Cola Co/The	COCA COLA CO 2.6% DUE 06-01-2050	47,927	29,857
	Coca-Cola Co/The	COCA COLA CO 5.3% 05-13-2054	56,068	54,179
	Coca-Cola Co/The	COCA COLA CO 5.4% 05-13-2064	56,397	54,629
	Coca-Cola Co/The	COCA COLA CO FIXED 2.5% DUE 06-01-2040	584,916	482,421
	COMCAST CORP	COMCAST CORP 5.35% 05-15-2053	443,955	433,493
	Comcast Corp	COMCAST CORP NEW 2.887% 11-01-2051 BEO	3,596,582	2,855,184

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	Comcast Corp	COMCAST CORP NEW 2.937% 11-01-2056	2,750,145	2,421,470
	Comcast Corp	COMCAST CORP NEW 3.25% 11-01-2039	2,483,616	2,537,689
	Comcast Corp	COMCAST CORP NEW 3.75% DUE 04-01-2040	515,255	466,949
	Comcast Corp	COMCAST CORP NEW 3.9% DUE 03-01-2038	563,528	532,581
	Comcast Corp	COMCAST CORP NEW FIXED 3.969% DUE 11-01-2047	1,701,685	1,559,325
	COMMONSPIRIT HEALTH	COMMONSPIRIT HEALTH 4.975% 09-01-2035	1,765,782	1,748,260
	Commonwealth Edison Co	COMMONWEALTH EDISON 4.0% DUE 03-01-2049 BEO	230,185	222,798
	Commonwealth Edison Co	COMMONWEALTH EDISON CO 3.2% DUE 11-15-2049	212,963	206,999
	Commonwealth Edison Co	COMMONWEALTH EDISON CO 4.0% DUE 03-01-2048 REG	639,693	645,706
	Commonwealth Edison Co	COMMONWEALTH EDISON CO 4.7 DUE 01-15-2044	621,212	521,395
	Commonwealth Edison Co	COMWLTH EDISON CO 3.65% DUE 06-15-2046	37,283	38,335
	Commonwealth Edison Co	COMWLTH EDISON CO 4.35% DUE 11-15-2045	934,369	934,294
	Commonwealth Edison Co	COMWLTH EDISON CO 4.6% DUE 08-15-2043	326,380	308,580
	COMWLTH EDISON CO	COMWLTH EDISON CO 5.95% DUE 06-01-2055	315,000	328,338
	Commonwealth Edison Co	COMWLTH EDISON CO 6.45% DUE 01-15-2038	125,174	111,981
	Commonwealth Edison Co	COMWLTH EDISON CO FIXED 3% DUE 03-01-2050	454,372	298,438
	CONOCOPHILLIPS CO	CONOCOPHILLIPS CO 3.8% 03-15-2052	91,439	88,467
	ConocoPhillips Co	CONOCOPHILLIPS CO FIXED 4.025% DUE 03-15-2062	181,204	174,893
	ConocoPhillips Co	CONOCOPHILLIPS COMPANY 5.0% 01-15-2035	2,246,999	2,300,511
	ConocoPhillips Co	CONOCOPHILLIPS COMPANY 5.5% 01-15-2055	517,525	498,961
	ConocoPhillips Co	CONOCOPHILLIPS COMPANY 5.65% 01-15-2065	19,393	19,276
	Consolidated Edison Co of New York Inc	CONS EDISON CO N Y 3% DUE 12-01-2060	93,993	60,941
	Consolidated Edison Co of New York Inc	CONS EDISON CO N Y 5.5% DUE 12-01-2039	523,055	430,903
	CONSOLIDATED EDISON CO N Y INC	CONSOLIDATED EDISON CO N Y INC 5.75% 11-15-2055	629,436	630,899
	Consolidated Edison Co of New York Inc	CONSOLIDATED EDISON CO(N.Y) 6.15% DUE 11-15-2052 BEO	909,419	965,760
	CONSUMERS ENERGY CO	CONSUMERS ENERGY CO 4.5% 01-15-2031	1,274,630	1,290,147
	CONSUMERS ENERGY CO	CONSUMERS ENERGY CO 5.05% 05-15-2035	2,078,324	2,125,277
	CR AGRICOLE S A VAR RT	CR AGRICOLE S A VAR RT 4.818% DUE 09-25-2033	1,700,000	1,700,216
	CSL Finance PLC	CSL FIN PLC GTD SR NT 144A 4.05% 04-27-2029	533,220	548,323
	CVS Health Corp	CVS HEALTH CORP 4.78% DUE 03-25-2038	2,444,384	2,518,612
	CVS Health Corp	CVS HEALTH CORP 5.05% DUE 03-25-2048	2,142,064	2,230,277
	Deere & Co	DEERE & CO FIXED 3.75% DUE 04-15-2050	163,625	124,984
	DEERE & COMPANY	DEERE & COMPANY 5.7% 19/01/2055	725,828	745,989
	DEERE & COMPANY	DEERE & COMPANY 5.45% 01-16-2035	2,702,610	2,811,352
	DEUTSCHE BK AG N Y	DEUTSCHE BK AG N Y 5.297% 05-09-2031	805,000	825,486
	Diamondback Energy Inc	DIAMONDBACK ENERGY INC 6.25% 03-15-2033	1,095,263	1,154,913
	DICKS SPORTING GOODS INC	DICKS SPORTING GOODS INC 4.1% 01-15-2052	239,300	242,074
	TWDC Enterprises 18 Corp	DISNEY WALT CO 3% DUE 07-30-2046	321,721	326,000
	Walt Disney Co/The	DISNEY WALT CO 3.5% DUE 05-13-2040 REG	1,203,116	1,310,740
	TWDC Enterprises 18 Corp	DISNEY WALT CO 4.125 DUE 12-01-2041	106,501	113,747
	Dominion Energy Inc	DOMINION ENERGY INC 2.25% DUE 08-15-2031BEO	1,097,795	1,292,193
	DTE ELEC CO	DTE ELEC CO 2.95% DUE 03-01-2050	936,126	965,009
	DTE ELEC CO	DTE ELEC CO 3.65% 03-01-2052	163,068	165,476
	DTE Electric Co	DTE ELEC CO FIXED 2.625% DUE 03-01-2031	807,861	784,147
	DTE ELECTRIC COMP	DTE ELECTRIC COMP 5.85% 05-15-2055	2,942,571	3,032,259
	Duke Energy Progress LLC	DUKE ENERGY 3.4% DUE 04-01-2032	1,000,346	1,107,081
	Duke Energy Carolinas LLC	DUKE ENERGY 4 DUE 09-30-2042	372,015	315,555
	Duke Energy Progress LLC	DUKE ENERGY 4% DUE 04-01-2052	633,278	671,472
	Duke Energy Corp	DUKE ENERGY CORP 5% DUE 08-15-2052	801,162	895,135
	Duke Energy Corp	DUKE ENERGY CORP NEW 4.85% 01-05-2029	709,155	724,754
	DUKE ENERGY FLORIDA LLC	DUKE ENERGY FLORIDA LLC 4.85% 12-01-2035	680,782	679,459
	Duke Energy Indiana LLC	DUKE ENERGY IND LLC 3.25% DUE 10-01-2049	92,091	89,003
	DUKE ENERGY PROGRESS LLC	DUKE ENERGY PROGRESS LLC 2.5% DUE 08-15-2050	152,038	152,173
	DUKE ENERGY PROGRESS LLC	DUKE ENERGY PROGRESS LLC 5.05% 03-06-2025	1,268,501	1,293,678
	DUKE ENERGY PROGRESS LLC	DUKE ENERGY PROGRESS LLC 5.55% 03-15-2055	2,799,458	2,775,207
	EAGLE MATLS INC	EAGLE MATLS INC 5% DUE 03-15-2036	1,246,178	1,236,972
	Elevance Health Inc	ELEVANCE HEALTH INC 5.7% 02-15-2055	437,593	430,725
	Elevance Health Inc	ELEVANCE HEALTH INC 5.85% 11-01-2064	483,584	477,811
	ELI LILLY & CO	ELI LILLY & CO 2.25% 05-15-2050	165,945	96,991
	ELI LILLY & CO	ELI LILLY & CO 4.6% 08-14-2034	1,451,480	1,510,414
	ELI LILLY & CO	ELI LILLY & CO 4.875% 02-27-2053	1,733,864	1,562,992
	ELI LILLY & CO	ELI LILLY & CO 4.9% 10-15-2035	4,649,871	4,653,214
	Eli Lilly & Co	ELI LILLY & CO 4.95% 02-27-2063	343,728	309,792
	ELI LILLY & CO	ELI LILLY & CO 5.05% 08-14-2054	1,529,074	1,445,474
	ELI LILLY & CO	ELI LILLY & CO 5.1% 02-09-2064	14,661	13,867
	ELI LILLY & CO	ELI LILLY & CO 5.1% 02-12-2035	1,237,715	1,281,950
	ELI LILLY & CO	ELI LILLY & CO 5.5% 02-12-2055	867,253	874,113
	ELI LILLY & CO	ELI LILLY & CO 5.6% 02-12-2065	658,429	664,219
	ELI LILLY & CO	ELI LILLY & CO 5.6% 10-15-2055	571,412	581,156
	ELI LILLY & CO	ELI LILLY & CO 5.65% 10-15-2065	1,146,833	1,164,318
	ELI LILLY AND COMPANY	ELI LILLY AND COMPANY 2.5% 09-15-2060	274,630	152,965
	ELI LILLY AND COMPANY	ELI LILLY AND COMPANY 3.95% 03-15-2049	163,685	169,448
	Eli Lilly & Co	ELI LILLY AND COMPANY 5.0% 02-09-2054	222,725	209,634
	ELI LILLY AND COMPANY	ELI LILLY AND COMPANY 5.2% 08-14-2064	237,919	224,786
	Energy Transfer LP	ENERGY TRANSFER 5.15% DUE 03-15-2045	2,050,877	2,013,302
	ENERGY TRANSFER L P	ENERGY TRANSFER L P 5.7% 04-01-2035	187,759	194,953
	ENERGY TRANSFER L P	ENERGY TRANSFER L P 6.2% 04-01-2055	84,488	83,597
	Entergy Arkansas LLC	ENTERGY AR LLC FIXED 3.35% DUE 06-15-2052	633,401	637,448
	ENTERGY ARK LLC	ENTERGY ARK LLC 5.15% DUE 01-15-2033	979,239	1,016,787
	Entergy Arkansas LLC	ENTERGY ARKANSAS LLC 4.2% 04-01-2049	563,934	562,950
	Entergy Louisiana LLC	ENTERGY LOUISIANA LLC 4.2% 09-01-2048	1,209,036	973,398
	ENTERGY LOUISIANA LLC	ENTERGY LOUISIANA LLC 5.8% 03-15-2055	1,142,012	1,155,158
	ENTERGY MISS LLC	ENTERGY MISS LLC 5.8% 04-15-2055	1,299,519	1,310,922
	Entergy Texas Inc	ENTERGY TEX INC 3.55% DUE 09-30-2049	301,572	307,837
	Enterprise Products Operating LLC	ENTERPRISE PRODS 4.85% DUE 03-15-2044	403,001	421,235
	Enterprise Products Operating LLC	ENTERPRISE PRODS 5.95% DUE 02-01-2041	1,024,219	1,173,082
	Enterprise Products Operating LLC	ENTERPRISE PRODS 6.125% DUE 10-15-2039	1,304,481	1,332,324
	Enterprise Products Operating LLC	ENTERPRISE PRODS FIXED 4.9% DUE 05-15-2046	1,167,513	1,246,910
	ENTERPRISE PRODS OPER LLC	ENTERPRISE PRODS OPER LLC 5.2% 01-15-2036	877,052	897,354
	EOG RES INC	EOG RES INC 5.95% 07-15-2055	15,497	15,336
	EOG RESOURCES INC	EOG RESOURCES INC 5.65% 12-01-2054	10,053	9,811
	EQUINIX EUROPE	EQUINIX EUROPE 2 FING CORP LLC 4.6% 11-15-2030	1,049,297	1,054,097
	ESSENTIAL PPTYS LP	ESSENTIAL PPTYS LP 5.4% 12-01-2035	1,190,249	1,214,807
	ESSEX PORTFOLIO L P SR NT	ESSEX PORTFOLIO L P SR NT 2.55% 06-15-2031	274,917	291,370
	Evergy Kansas Central Inc	EVERGY KANS CENT 3.45% DUE 04-15-2050	824,942	854,818
	Exelon Corp	EXELON CORP 5.1% DUE 06-15-2045	730,639	626,036
	EXELON CORP FIXED	EXELON CORP FIXED 5.875% 03-15-2055	946,751	954,593
	EXTRA SPACE STORAGE L P	EXTRA SPACE STORAGE L P 4.95% 01-15-2033	1,605,462	1,619,003
	Exxon Mobil Corp	EXXON MOBIL CORP 3.095% DUE 08-16-2049	149,300	147,348
	Exxon Mobil Corp	EXXON MOBIL CORP 3.452% DUE 04-15-2051 REG	318,714	291,535

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BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	Exxon Mobil Corp	EXXON MOBIL CORP 4.114% DUE 03-01-2046	188,680	146,780
	Exxon Mobil Corp	EXXON MOBIL CORP 4.227% DUE 03-19-2040	905,691	924,196
	FARMERS EXCHANGE FLTG RT	FARMERS EXCHANGE FLTG RT 5.454% DUE 10-15-2054	1,136,759	1,172,962
	Florida Power & Light Co	FL PWR & LT CO 3.15% DUE 10-01-2049	643,973	430,009
	Florida Power & Light Co	FL PWR & LT CO 3.95% 03-01-2048	34,924	24,046
	Florida Power & Light Co	FL PWR & LT CO 4.95% DUE 06-01-2035	239,215	259,229
	FLORIDA POWER & LIGHT COMPANY	FLORIDA POWER & LIGHT COMPANY 4.7% 02-15-2036	1,689,322	1,684,639
	Florida Power & Light Co	FLORIDA POWER & LIGHT COMPANY 5.6% 06-15-2054	440,274	417,944
	Florida Power & Light Co	FLORIDA PWR & LT CO 5.3% 06-15-2034	550,600	577,378
	FLORIDA PWR & LT CO	FLORIDA PWR & LT CO 5.7% 03-15-2055	530,530	539,058
	Florida Power & Light Co	FLORIDA PWR & LT CO FIXED 3.99% 03-01-2049	98,738	66,905
	Georgia Power Co	GA PWR CO SR NT SER 2012A 4.3 DUE 03-15-2042	48,508	52,649
	Galaxy Pipeline Assets Bidco Ltd	GALAXY PIPELINE ASSETS BIDCO LTD 1.75% 09/30/2027 1.75% DUE 09-30-2027 BEO	697,775	753,515
	GALAXY PIPELINE ASSETS BIDCO LTD SR SECDBD CL D	GALAXY PIPELINE ASSETS BIDCO LTD SR SECDBD CL D 144A 2.16% 03-31-2034	668,305	696,591
	GEN DYNAMICS CORP	GEN DYNAMICS CORP 4.95% DUE 08-15-2035	582,625	597,768
	General Dynamics Corp	GEN DYNAMICS CORP FIXED 4.25% DUE 04-01-2040	230,866	216,024
	General Dynamics Corp	GENERAL DYNAMICS CORP 4.25% DUE 04-01-2050 REG	60,269	59,314
	GENERAL ELECTRIC CO	GENERAL ELECTRIC CO 4.3% 07-29-2030	2,323,119	2,348,898
	GENERAL ELECTRIC CO	GENERAL ELECTRIC CO 4.9% 01-29-2036	1,331,383	1,354,207
	GENERAL MTRS FINL CO INC	GENERAL MTRS FINL CO INC 2.7% DUE 06-10-2031 BEO	1,064,552	1,138,285
	GEORGIA POWER CO	GEORGIA POWER CO 4.85% 03-15-2031	465,131	465,145
	GILEAD SCIENCES	GILEAD SCIENCES 4% DUE 09-01-2036	679,947	719,874
	Gilead Sciences Inc	GILEAD SCIENCES 4.15% DUE 03-01-2047	1,938,647	1,958,153
	GlaxoSmithKline Capital Inc	GLAXOSMITHKLINE 6.375% DUE 05-15-2038	1,243,550	1,303,590
	Goldman Sachs Group Inc/The	GOLDMAN SACHS 3.5% DUE 11-16-2026	1,391,079	1,345,396
	Goldman Sachs Group Inc/The	GOLDMAN SACHS 4.75% DUE 10-21-2045	600,897	499,909
	Goldman Sachs Group Inc/The	GOLDMAN SACHS 6.25% DUE 02-01-2041	1,236,455	1,169,132
	Goldman Sachs Capital I	GOLDMAN SACHS CAP I 6.345 DUE 02-15-2034 BEO	2,518,818	2,662,512
	Goldman Sachs Group Inc/The	GOLDMAN SACHS GROUP INC 3.436% 02-24-2043	813,869	663,818
	Goldman Sachs Group Inc/The	GOLDMAN SACHS GROUP INC 2.383% 07-21-2032	3,047,540	3,344,243
	Goldman Sachs Group Inc/The	GOLDMAN SACHS GROUP INC 2.6% DUE 02-07-2030	150,686	173,970
	Goldman Sachs Group Inc/The	GOLDMAN SACHS GROUP INC 3.21% DUE 04-22-2042 BEO	371,601	287,327
	GOLDMAN SACHS GROUP INC	GOLDMAN SACHS GROUP INC 4.369% 10-21-2031	2,089,000	2,086,381
	Goldman Sachs Group Inc/The	GOLDMAN SACHS GROUP INC 4.411% 04-23-2039	2,126,983	2,383,668
	GOLDMAN SACHS GROUP INC	GOLDMAN SACHS GROUP INC 4.939% 10-21-2036	1,425,000	1,417,748
	GOLDMAN SACHS GROUP INC	GOLDMAN SACHS GROUP INC 5.218% 04-23-2031	1,921,000	1,985,452
	Goldman Sachs Group Inc/The	GOLDMAN SACHS GROUP INC 5.561% 11-19-2045	3,126,173	3,172,263
	GOLDMAN SACHS GROUP INC	GOLDMAN SACHS GROUP INC 5.734% 01-28-2056	6,903,481	7,033,004
	HCA INC	HCA INC 5.25% DUE 06-15-2049	429,417	445,367
	HCA INC	HCA INC 6.2% 03-01-2055	500,074	517,300
	Hess Corp	HESS CORP 5.6% DUE 02-15-2041	3,847,288	4,157,484
	Hess Corp	HESS CORP 6% DUE 01-15-2040	307,355	308,242
	HIGHWOODS PROPERTIES INC	HIGHWOODS PROPERTIES INC 5.35% 01-15-2033	840,843	845,784
	HOME DEPOT INC	HOME DEPOT INC 2.375% 03-15-2051	1,327,501	1,341,804
	Home Depot Inc/The	HOME DEPOT INC 3.3% DUE 04-15-2040 REG	216,848	203,364
	Home Depot Inc/The	HOME DEPOT INC 3.35% DUE 04-15-2050 REG	263,537	220,129
	Home Depot Inc/The	HOME DEPOT INC 4.25% DUE 04-01-2046	456,429	438,102
	Home Depot Inc/The	HOME DEPOT INC 4.4 DUE 03-15-2045 REG	554,288	501,822
	Home Depot Inc/The	HOME DEPOT INC 4.5% DUE 12-06-2048	576,448	510,633
	HOME DEPOT INC	HOME DEPOT INC 4.65% 09-15-2035	493,470	491,714
	Home Depot Inc/The	HOME DEPOT INC 4.875 DUE 02-15-2044	2,033,445	1,944,649
	Home Depot Inc/The	HOME DEPOT INC 5.3% 06-25-2054	745,002	685,633
	Home Depot Inc/The	HOME DEPOT INC 5.95% DUE 04-01-2041	1,461,662	1,604,444
	Home Depot Inc/The	HOME DEPOT INC SR NT 2.75% 09-15-2051	121,552	111,674
	Honeywell International Inc	HONEYWELL INTERNATIONAL INC 5.25% 03-01-2054	718,202	683,531
	Honeywell International Inc	HONEYWELL INTERNATIONAL INC 5.35% 03-01-2064	653,389	625,079
	HOWMET AEROSPACE INC	HOWMET AEROSPACE INC 4.85% 10-15-2031	3,309,799	3,449,557
	HSBC Bank USA NA	HSBC BK USA N A 7 DUE 01-15-2039	730,115	730,797
	HSBC HLDGS PLC	HSBC HLDGS PLC 5.133% DUE 11-06-2036	1,134,000	1,140,010
	HSBC Holdings PLC	HSBC HLDGS PLC 6.5% DUE 09-15-2037	2,051,018	2,379,527
	Huntington Bancshares Inc/OH	HUNTINGTON BANCSHARES INC 5.709% 02-02-2035	1,767,178	1,878,380
	INDIANAPOLIS PWR & LT CO	INDIANAPOLIS PWR & LT CO 1ST MTG BD 144A5.05% 08-15-2035	457,175	463,725
	Intel Corp	INTEL CORP 4.9% 08-05-2052	375,014	351,053
	International Business Machines Corp	INTERNATIONAL BUSINESS MACHS CORP 4.15% DUE 05-15-2039	2,087,411	2,058,458
	International Flavors & Fragrances Inc	INTL FLAVORS & 5% DUE 09-26-2048	276,646	288,157
	INVITATION HOMES	INVITATION HOMES 4.15% 04-15-2032	538,805	568,669
	INVITATION HOMES OPER PARTNERSHIP LP	INVITATION HOMES OPER PARTNERSHIP LP 4.95% 01-15-2033	831,628	849,680
	INVITATION HOMES OPER PARTNERSHIP SR NT	INVITATION HOMES OPER PARTNERSHIP SR NT 2% 08-15-2031	84,050	90,134
	JBS USA Holding Lux Sarl/ JBS USA Food Co/ JBS Lux Co Sarl	JBS USA HOLD/FOOD/LUX CO 6.75% 03-15-2034	1,627,247	1,730,117
	JBS USA Holding Lux Sarl/ JBS USA Food Co/ JBS Lux Co Sarl	JBS USA LUX S A / JBS USA FOOD CO 7.25% 11-15-2053	687,722	702,288
	JBS USA Holding Lux Sarl/ JBS USA Food Co/ JBS Lux Co Sarl	JBS USA LUX S A 6.5% DUE 12-01-2052	238,153	256,702
	JBS USA/FOOD/FINANCE	JBS USA/FOOD/FINANCE 3.0% 05-15-2032	655,217	700,691
	JBS USA/FOOD/FINANCE	JBS USA/FOOD/FINANCE 3.625% 01-15-2032	1,046,711	1,104,211
	JBS USA Holding Lux Sarl/ JBS USA Food Co/ JBS Lux Co Sarl	JBS USA/FOOD/FINANCE 5.75% 04-01-2033	1,956,112	2,173,569
	JERSEY CENTRAL POWER & LIGHT CO	JERSEY CENTRAL POWER & LIGHT CO 5.1% 01-15-2035	1,166,878	1,186,604
	John Deere Capital Corp	JOHN DEERE CAPITAL CORP 3.9% 06-07-2032	404,983	436,591
	Johnson & Johnson	JOHNSON & JOHNSON 2.1% DUE 09-01-2040 REG	1,227,761	1,258,248
	Johnson & Johnson	JOHNSON & JOHNSON 3.625% DUE 03-03-2037	553,862	464,609
	Johnson & Johnson	JOHNSON & JOHNSON 5.85% DUE 07-15-2038	161,547	143,581
	Johnson & Johnson	JOHNSON & JOHNSON 5.95% DUE 08-15-2037	1,489,092	1,523,353
	JPMORGAN CHASE & CO	JPMORGAN CHASE & CO 1.953% 02-04-2032	838,884	839,301
	JPMorgan Chase & Co	JPMORGAN CHASE & CO 2.069% 06-01-2029	2,242,852	2,512,079
	JPMorgan Chase & Co	JPMORGAN CHASE & CO 2.58% 04-22-2032	3,318,017	3,185,507
	JPMorgan Chase & Co	JPMORGAN CHASE & CO 3.157% 04-22-2042	4,682,359	3,683,811
	JPMorgan Chase & Co	JPMORGAN CHASE & CO 3.882% 07-24-2038	112,324	130,433
	JPMorgan Chase & Co	JPMORGAN CHASE & CO 4.26% 02-22-2048	73,846	80,908
	JPMORGAN CHASE & CO	JPMORGAN CHASE & CO 4.81% 10-22-2036	1,729,963	1,725,202
	JPMORGAN CHASE & CO	JPMORGAN CHASE & CO 5.103% 04-22-2031	355,000	366,846
	JPMORGAN CHASE & CO	JPMORGAN CHASE & CO 5.534% 11-29-2045	517,868	545,234
	JPMORGAN CHASE & CO	JPMORGAN CHASE & CO 5.572% 04-22-2036	4,117,453	4,284,443
	JPMORGAN CHASE & CO	JPMORGAN CHASE & CO 5.576% 07-23-2036	1,008,000	1,044,808
	JPMorgan Chase & Co	JPMORGAN CHASE & FLTG RT 2.525% DUE 11-19-2041	1,355,721	1,375,540
	Kaiser Foundation Hospitals	KAISER FNDTN HOSPS 2.81% DUE 06-01-2041	325,205	350,405
	Kaiser Foundation Hospitals	KAISER FNDTN HOSPS 4.15% DUE 05-01-2047	1,909,825	1,994,851
	Kentucky Utilities Co	KENTUCKY UTILITIES CO 3.3% DUE 06-01-2050 BEO	895,816	897,983
	KENTUCKY UTILITIES CO	KENTUCKY UTILITIES CO 5.85% 08-15-2055	840,192	850,430
	Kenvue Inc	KENVUE INC 5.1% 03-22-2043	175,694	168,454
	KILROY REALTY CORP	KILROY REALTY CORP 2.5% DUE 11-15-2032	705,127	705,455
	KIMCO RLTY OP LLC	KIMCO RLTY OP LLC 4.85% 03-01-2035	1,093,996	1,153,042
	KIMCO RLTY OP LLC	KIMCO RLTY OP LLC 5.3% 02-01-2036	743,713	766,647

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	KLA CORP	KLA CORP 3.3% 03-01-2050	120,657	121,973
	LADDER CAP FIN	LADDER CAP FIN 5.5% 08-01-2030	559,265	573,104
	LLOYDS BANKING GROUP PLC	LLOYDS BANKING GROUP PLC 4.425% 11-04-2031	630,000	628,551
	LLOYDS BKG GROUP PLC	LLOYDS BKG GROUP PLC 4.943% 11-04-2036	1,542,000	1,528,401
	LOUISVILLE GAS & ELEC	LOUISVILLE GAS & ELEC 5.85% 08-15-2055	25,420	25,272
	LOWE'S COMPANIES INC	LOWE'S COMPANIES INC 5.625% DUE 04-15-2053 BEO	151,306	152,648
	LOWE'S COMPANIES INC	LOWE'S COMPANIES INC 5.75% 07-01-2053	306,272	309,671
	LOWES COS INC	LOWES COS INC 4.25% 04-01-2052	356,109	360,459
	LOWES COS INC	LOWES COS INC 4.85% 10-15-2035	1,042,502	1,039,334
	M&T BANK CORPORATION	M&T BANK CORPORATION 5.179% 07-08-2031	645,000	662,608
	MA INST TECH	MA INST TECH 5.618% DUE 06-01-2055	320,000	329,746
	Marsh & McLennan Cos Inc	MARSH & MCLENNAN 4.9% DUE 03-15-2049	174,583	181,445
	Marsh & McLennan Cos Inc	MARSH & MCLENNAN COS INC 4.35% 01-30-2047	135,998	148,814
	Marsh & McLennan Cos Inc	MARSH & MCLENNAN COS INC 5.45% 03-15-2054	34,694	34,028
	Marsh & McLennan Cos Inc	MARSH & MCLENNAN COS INC 5.7% 09-15-2053	34,918	35,302
	Marsh & McLennan Cos Inc	MARSH & MCLENNAN FIXED 6.25% DUE 11-01-2052	386,139	422,261
	MCDONALDS CORP MEDIUM TERM NTS BOOK ENTRY SR NT	MCDONALDS CORP MEDIUM TERM NTS BOOK ENTRY SR NT 6.3% DUE 03-01-2038	478,129	492,163
	Memorial Health Services	MEMORIAL HLTH SVCS 3.447% DUE 11-01-2049	256,829	252,919
	Merck & Co Inc	MERCK & CO INC 2.75% DUE 12-10-2051 BEO	635,251	472,431
	Merck & Co Inc	MERCK & CO INC 4.15% DUE 05-18-2043	129,602	112,211
	Merck & Co Inc	MERCK & CO INC 4.9% 05-17-2044	1,073,552	1,019,879
	MERCK & CO INC	MERCK & CO INC 5.5% 03-15-2046	354,428	355,002
	MERCK & CO INC	MERCK & CO INC 5.55% 12-04-2055	403,243	402,086
	Merck & Co Inc	MERCK & CO INC NEW 2.35% DUE 06-24-2040	1,214,542	1,023,054
	Merck & Co Inc	MERCK & CO INC NEW 3.7% DUE 02-10-2045	1,397,353	1,419,952
	Merck & Co Inc	MERCK & CO INC NEW 3.9% 03-07-2039	1,680,427	1,450,856
	MERCK & CO INC NEW	MERCK & CO INC NEW 4.45% DUE 12-04-2032	853,291	856,725
	MERCK & CO INC NEW	MERCK & CO INC NEW 4.75% 12-04-2035	2,592,807	2,597,648
	MERCK & CO INC NEW	MERCK & CO INC NEW 5.7% DUE 09-15-2055	1,641,457	1,638,001
	META PLATFORMS INC	META PLATFORMS INC 4.6% 11-15-2032	1,245,900	1,257,697
	META PLATFORMS INC	META PLATFORMS INC 4.875% 11-15-2035	1,660,701	1,661,566
	Meta Platforms Inc	META PLATFORMS INC 5.4% 08-15-2054	1,796,246	1,692,970
	META PLATFORMS INC	META PLATFORMS INC 5.5% 11-15-2045	778,573	760,242
	Meta Platforms Inc	META PLATFORMS INC 5.55% 08-15-2064	3,786,863	3,513,847
	META PLATFORMS INC	META PLATFORMS INC 5.625% 11-15-2055	3,069,691	2,952,379
	Meta Platforms Inc	META PLATFORMS INC 5.75% 05-15-2063	1,196,424	1,156,461
	Meta Platforms Inc	META PLATFORMS INC FIXED 4.45% DUE 08-15-2052	2,066,094	1,962,372
	META PLATFORMS INC SR NT	META PLATFORMS INC SR NT 5.75% 11-15-2065	3,648,886	3,495,131
	MetLife Inc	METLIFE INC 4.05% DUE 03-01-2045	214,263	219,963
	MidAmerican Energy Co	MIDAMERICAN ENERGY 4.4% DUE 10-15-2044	537,091	472,232
	Berkshire Hathaway Energy Co	MIDAMERICAN ENERGY 5.95% DUE 05-15-2037	112,271	107,423
	MIDAMERICAN ENERGY CO	MIDAMERICAN ENERGY CO 1ST MTG BD 5.5% 11-15-2056	543,791	538,007
	MIDAMERICAN ENERGY CO	MIDAMERICAN ENERGY CO 2.7% 08-01-2052	265,426	269,961
	MidAmerican Energy Co	MIDAMERICAN ENERGY CO 3.15% DUE 04-15-2050	55,008	38,038
	MidAmerican Energy Co	MIDAMERICAN ENERGY CO 3.65% 08-01-2048	1,217,885	812,653
	MISSISSIPPI PWR CO	MISSISSIPPI PWR CO 4.25 DUE 03-15-2042	175,336	181,264
	MISSISSIPPI PWR CO SER	MISSISSIPPI PWR CO SER 2021B SR NT 3.1% 07-30-2051	926,699	931,554
	MITSUBISHI UFJ	MITSUBISHI UFJ 5.188% DUE 09-12-2036	1,424,000	1,449,379
	MITSUBISHI UFJ FIN GRP	MITSUBISHI UFJ FIN GRP 5.159% 04-24-2031	1,164,000	1,200,590
	Morgan Stanley	MORGAN STANLEY 1.794% 02-13-2032	1,223,553	1,163,243
	Morgan Stanley	MORGAN STANLEY 2.239% 07-21-2032	1,510,341	1,408,896
	Morgan Stanley	MORGAN STANLEY 2.484% 09-16-2036	365,000	321,347
	Morgan Stanley	MORGAN STANLEY 2.699% DUE 01-22-2031	1,185,022	1,154,649
	Morgan Stanley	MORGAN STANLEY 4.654% 10-18-2030	1,650,000	1,671,029
	MORGAN STANLEY	MORGAN STANLEY 4.892% 10-22-2036	3,772,945	3,755,921
	Morgan Stanley	MORGAN STANLEY 5.424% 07-21-2034	149,000	155,252
	Morgan Stanley	MORGAN STANLEY 5.656% 04-18-2030	5,613,413	5,801,718
	MORGAN STANLEY	MORGAN STANLEY 5.831% 04-19-2035	3,346,292	3,484,994
	Morgan Stanley	MORGAN STANLEY 5.94% 02-07-2039	1,180,289	1,203,229
	Morgan Stanley	MORGAN STANLEY FIXED 1.593% DUE 05-04-2027	360,752	376,705
	Morgan Stanley	MORGAN STANLEY FIXED 5.516% 11-19-2055	2,617,953	2,608,200
	MORGAN STANLEY PRIVATE BANK	MORGAN STANLEY PRIVATE BANK 4.734% 07-18-2031	1,367,459	1,373,670
	MORGAN STANLEY PVT BK	MORGAN STANLEY PVT BK 4.465% 11-19-2031	2,950,000	2,959,236
	MORGAN STANLEY SR NT FIXED / FLTG	MORGAN STANLEY SR NT FIXED / FLTG 5.664%04-17-2036	2,988,949	3,034,305
	MPLX LP	MPLX LP 4.5% 04-15-2038	767,568	877,619
	NOV Inc	NATIONAL OILWELL VARCO I 3.95 12/1/42	952,858	1,125,056
	NBCUniversal Media LLC	NBCUNIVERSAL MEDIA 4.45% DUE 01-15-2043	62,252	42,635
	Nevada Power Co	NEVADA PWR CO 6.0% 03-15-2054	816,552	832,195
	Nevada Power Co	NEVADA PWR CO GEN & REF NT 5.9% 05-01-2053	1,126,132	1,184,385
	NEXTERA ENERGY CAP HLDGS INC	NEXTERA ENERGY CAP HLDGS INC 5.9% 03-15-2055	250,862	268,920
	NEXTERA ENERGY CAPITAL	NEXTERA ENERGY CAPITAL 4.685% 09-01-2027	872,749	880,508
	NORFOLK SOUTHN CORP SR NT	NORFOLK SOUTHN CORP SR NT 5.1% 05-01-2035	835,461	851,702
	NORTHERN STATES POWER CO WISCONSIN	NORTHERN STATES POWER CO WISCONSIN 5.65%06-15-2054	403,870	419,077
	Northern States Power Co/MN	NORTHERN STS PWR CO MINN 3.6% 09-15-2047	638,522	437,358
	NORTHERN STS PWR CO MINN	NORTHERN STS PWR CO MINN 5.4% 03-15-2054	1,295,351	1,312,305
	NORTHERN STS PWR CO MINN	NORTHERN STS PWR CO MINN 5.65% 05-15-2055	1,778,238	1,799,235
	Northern States Power Co/MN	NORTHN STS PWR CO 2.9% DUE 03-01-2050	242,805	160,480
	Northern States Power Co/MN	NORTHN STS PWR CO 4.85% DUE 08-15-2040	490,313	451,849
	NORTHROP GRUMMAN	NORTHROP GRUMMAN 5.25% 07-15-2035	638,240	664,271
	Northrop Grumman Corp	NORTHROP GRUMMAN CORP 4.7% DUE 03-15-2033	1,931,564	2,042,765
	Northwell Healthcare Inc	NORTHWELL HEALTHCARE INC 4.26% 11-01-2047	620,049	650,818
	Novartis Capital Corp	NOVARTIS CAP CORP 4.4% DUE 05-06-2044	27,178	26,848
	NOVARTIS CAP CORP GTD NT	NOVARTIS CAP CORP GTD NT 4.6% 11-05-2035	1,458,613	1,454,808
	Oglethorpe Power Corp	OGLETHORPE PWR 5.25% DUE 09-01-2050	544,335	588,192
	Oglethorpe Power Corp	OGLETHORPE PWR 5.95% DUE 11-01-2039	998,052	1,116,768
	OGLETHORPE PWR CORP 4.5% 04-01-2047	OGLETHORPE PWR CORP 4.5% 04-01-2047	617,998	666,701
	OHIO PWR CO	OHIO PWR CO 1.625% DUE 01-15-2031 REG	702,432	711,721
	OHIO PWR CO	OHIO PWR CO 2.6% DUE 04-01-2030	1,246,302	1,298,246
	Oncor Electric Delivery Co LLC	ONCOR ELEC DELIVERY CO LLC 3.7% DUE 05-15-2050 REG	850,830	825,086
	ONCOR ELEC DELIVERY CO LLC	ONCOR ELEC DELIVERY CO LLC 5.55% 06-15-2054	2,302,742	2,290,924
	ONEOK INC	ONEOK INC 5.7% 11-01-2054	713,619	712,318
	ONEOK INC	ONEOK INC 5.85% 11-01-2064	99,332	99,794
	ONEOK INC NEW	ONEOK INC NEW 5.05% 11-01-2034	129,856	135,083
	ONEOK INC NEW	ONEOK INC NEW 6.25% 10-15-2055	627,719	634,984
	Oracle Corp	ORACLE CORP 4% 11-15-2047	554,052	482,131
	Oracle Corp	ORACLE CORP 4% DUE 07-15-2046	1,259,034	1,247,892
	ORACLE CORP	ORACLE CORP 5.875% 09-26-2045	979,539	887,395
	ORACLE CORP	ORACLE CORP 5.95% 09-26-2055	984,259	884,423
	ORACLE CORP	ORACLE CORP 6.1% 09-26-2065	1,429,887	1,274,972
	Orlando Health Obligated Group	ORLANDO HEALTH INC 3.327% DUE 10-01-2050	123,925	123,932

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	Pacific Gas and Electric Co	PAC GAS & ELEC CO 3.5% DUE 08-01-2050	51,407	50,768
	Pacific Gas and Electric Co	PAC GAS & ELEC CO 5.9% DUE 10-01-2054	866,257	894,759
	Pacific Gas and Electric Co	PAC GAS & ELEC CO FIXED 4.5% DUE 07-01-2040	368,763	388,957
	Pacific Gas and Electric Co	PAC GAS & ELEC CO FIXED 4.95% DUE 07-01-2050	1,845,975	1,858,944
	Pacific Life Insurance Co	PAC LIFE INS CO 4.3% 10-24-2067	615,756	642,554
	Pacific Gas and Electric Co	PACIFIC GAS & ELEC CO 6.75% 01-15-2053	1,332,964	1,354,676
	PACIFIC GAS & ELECTRIC CO	PACIFIC GAS & ELECTRIC CO 5.05% 10-15-2032	1,052,996	1,062,445
	PACIFIC GAS & ELECTRIC CO	PACIFIC GAS & ELECTRIC CO 6.1% 10-15-2055	676,052	666,975
	PacifiCorp	PACIFICORP 2.9% 06-15-2052 USD	781,215	782,290
	PacifiCorp	PACIFICORP 5.5% 05-15-2054	9,698	8,969
	PacifiCorp	PACIFICORP 5.8% 01-15-2055	283,287	266,747
	PARAMOUNT GLOBAL	PARAMOUNT GLOBAL 4.95% 05-19-2050	546,601	473,018
	PARAMOUNT GLOBAL	PARAMOUNT GLOBAL 5.85% 09-01-2043	296,616	264,196
	PayPal Holdings Inc	PAYPAL HLDGS INC FIXED 2.3% DUE 06-01-2030	1,261,485	1,445,955
	PayPal Holdings Inc	PAYPAL HLDGS INC FIXED 3.25% DUE 06-01-2050	316,906	334,484
	PeaceHealth Obligated Group	PEACEHEALTH 3.218% DUE 11-15-2050	541,432	544,050
	PEACEHEALTH	PEACEHEALTH 4.335% 11-15-2028	1,185,000	1,190,929
	PEACEHEALTH	PEACEHEALTH 4.855% DUE 11-15-2032	565,000	570,684
	PECO ENERGY CO	PECO ENERGY CO 1ST & REF MTG BD 2.85% 09-15-2051	1,564,116	1,576,627
	PECO Energy Co	PECO ENERGY CO 5.25% 09-15-2054	648,434	616,490
	PECO ENERGY CO	PECO ENERGY CO 5.65% 09-15-2055	549,995	549,285
	Pfizer Inc	PFIZER INC 2.55% DUE 05-28-2040	57,682	48,610
	Pfizer Inc	PFIZER INC 2.625% DUE 04-01-2030	48,262	52,904
	Pfizer Inc	PFIZER INC 4.3% DUE 06-15-2043	233,488	204,928
	Pfizer Inc	PFIZER INC 4.4% DUE 05-15-2044	298,413	295,624
	PFIZER INC	PFIZER INC 4.875% 11-15-2035	3,075,539	3,094,245
	Pfizer Inc	PFIZER INC NT 7.2 DUE 03-15-2039	3,619,239	3,674,345
	Pfizer Investment Enterprises Pte Ltd	PFIZER INVESTMENT ENTER 4.65% 05-19-2030	39,929	40,825
	Pfizer Investment Enterprises Pte Ltd	PFIZER INVESTMENT ENTER 5.11% 05-19-2043	3,084,726	3,045,008
	Philip Morris International Inc	PHILIP MORRIS INTL 4.125% DUE 03-04-2043	725,955	892,339
	Philip Morris International Inc	PHILIP MORRIS INTL 4.25% DUE 11-10-2044	720,193	701,285
	PHILIP MORRIS INTL	PHILIP MORRIS INTL 4.875% DUE 04-30-2035	1,341,538	1,376,160
	Philip Morris International Inc	PHILIP MORRIS INTL 6.375% DUE 05-16-2038	133,879	129,535
	Philip Morris International Inc	PHILIP MORRIS INTL FIXED 5.75% DUE 11-17-2032	314,717	337,109
	Philip Morris International Inc	PHILIP MORRIS INTL INC 3.375% 08-15-2029	2,575,361	2,596,565
	PHILIP MORRIS INTL INC	PHILIP MORRIS INTL INC 4.625% 10-29-2035	1,428,383	1,416,760
	Philip Morris International Inc	PHILIP MORRIS INTL INC 4.875 DUE 11-15-2043	372,169	453,095
	Philip Morris International Inc	PHILIP MORRIS INTL INC 4.875% 02-13-2029	1,486,050	1,536,378
	PHILIP MORRIS INTL INC	PHILIP MORRIS INTL INC 4.89% 04-30-2030	1,811,209	1,839,336
	Philip Morris International Inc	PHILIP MORRIS INTL INC 5.125% 02-13-2031	1,181,698	1,243,538
	Piedmont Operating Partnership LP	PIEDMONT OPER FIXED 3.15% DUE 08-15-2030	949,149	1,001,697
	PIEDMONT OPER PARTNERSHIP LP	PIEDMONT OPER PARTNERSHIP LP 5.625%01-15-2033	894,276	910,490
	Piedmont Operating Partnership LP	PIEDMONT OPER PARTNERSHIP LP 6.875% 07-15-2029	1,856,249	1,890,328
	PNC Financial Services Group Inc/The	PNC FINANCIAL SERVICES 4.812% 10-21-2032	201,000	204,763
	PNC FINANCIAL SERVICES	PNC FINANCIAL SERVICES 5.373% 07-21-2036	625,000	644,148
	PNC FINANCIAL SERVICES GROUP	PNC FINANCIAL SERVICES GROUP 5.575% 01-29-2036	200,000	209,049
	PNC FINL SVCS FLTG RT	PNC FINL SVCS FLTG RT 05-13-2031	970,000	993,722
	PNC Financial Services Group Inc/The	PNC FINL SVCS GROUP INC 5.401% 07-23-2035	1,064,976	1,103,443
	PNC Financial Services Group Inc/The	PNC FINL SVCS GROUP INC 5.676% 01-22-2035	3,001,875	3,154,681
	PNC Financial Services Group Inc/The	PNC FINL SVCS GROUP INC 6.875% 10-20-2034	275,106	300,315
	PPL ELECTRIC UTILITIES CORP	PPL ELECTRIC UTILITIES CORP 5.55% 08-15-2055	689,966	694,000
	PROCTER & GAMBLE	PROCTER & GAMBLE 4.35% DUE 11-03-2035	1,442,558	1,430,630
	PROLOGIS LP	PROLOGIS LP 5.25% 05-15-2035	2,198,884	2,271,116
	PROLOGIS TARGETED	PROLOGIS TARGETED 4.25% DUE 01-15-2031	478,517	476,898
	Prudential Financial Inc	PRUDENTIAL FINL 3.905% DUE 12-07-2047	137,007	142,029
	PUB SVC CO OF OK FIXED	PUB SVC CO OF OK FIXED 3.15% DUE 08-15-2051	273,664	281,577
	PUB SVC ELEC GAS	PUB SVC ELEC GAS 1.9% DUE 08-15-2031	2,987,942	3,196,709
	PUB SVC ELEC GAS FIXED	PUB SVC ELEC GAS FIXED 2.05% DUE 08-01-2050	180,357	188,191
	PUB SVC ELEC GAS FIXED	PUB SVC ELEC GAS FIXED 2.7% DUE 05-01-2050	528,048	539,365
	Public Service Co of Colorado	PUBLIC SERVICE COLORADO 4.1% DUE 06-01-2032 BEO	853,380	917,129
	Public Service Co of Colorado	PUBLIC SVC CO COLO 3.2% DUE 03-01-2050	240,272	232,104
	Public Service Co of Colorado	PUBLIC SVC CO COLO 4.05% 09-15-2049	419,900	410,992
	Public Service Co of New Hampshire	PUBLIC SVC CO N H 3.6% DUE 07-01-2049	473,461	464,033
	Public Service Co of New Hampshire	PUBLIC SVC CO NEW HAMPSHIRE 1ST MTG BD SER V 2.2% 06-15-2031	993,829	1,127,869
	PUBLIC SVC CO OKLA	PUBLIC SVC CO OKLA 5.45% 01-15-2036	399,664	411,047
	Public Service Electric and Gas Co	PUBLIC SVC ELEC GAS CO SECD MEDIUM TERM 3.2% DUE 08-01-2049	475,443	471,093
	Puget Sound Energy Inc	PUGET SOUND ENERGY FIXED 4.223% DUE 06-15-2048	626,970	628,997
	PVPTL FARMERS INS EXCHANGE	PVPTL FARMERS INS EXCHANGE 4.747% DUE 11-01-2057 BEO	804,418	810,790
	PVTPL	PVTPL 7-ELEVEN INC 1.8% DUE 02-10-2031 BEO	1,627,599	1,660,990
	7-Eleven Inc	PVTPL 7-ELEVEN INC 2.5% DUE 02-10-2041 BEO	1,217,155	1,300,619
	Aircastle Ltd / Aircastle Ireland DAC	PVTPL AIRCASTLE/IRELAND DAC 5.75% 10-01-2031	483,254	506,227
	PVTPL AKER BP ASA	PVTPL AKER BP ASA 5.8% 10-01-2054	203,775	212,521
	Anglo American Capital PLC	PVTPL ANGLO AMERN CAP PLC 6.0% 04-05-2054	120,398	115,462
	PVTPL ATHENE GLOBAL FDG	PVTPL ATHENE GLOBAL FDG 5.543% 08-22-2035	213,000	214,140
	Athene Global Funding	PVTPL ATHENE GLOBAL FDG MEDIUM TERM SR SECD NT 2.5% DUE 03-24-2028 BEO	1,074,501	1,239,282
	PVTPL AUSTRALIA & NEW ZEALAND BKG GROUP LTD	PVTPL AUSTRALIA & NEW ZEALAND BKG GROUP LTD 5.816% 06-18-2036	741,571	768,242
	Bayer US Finance II LLC	PVTPL BAYER US FIN II LLC 3.95% DUE 04-15-2045 BEO	510,319	511,828
	PVTPL BAYER US FIN II LLC	PVTPL BAYER US FIN II LLC 4.4% DUE 07-15-2044 BEO	482,042	489,793
	Bayer US Finance II LLC	PVTPL BAYER US FIN II LLC 4.7% 07-15-2064	65,213	64,123
	PVTPL BAYER US FIN LLC	PVTPL BAYER US FIN LLC 6.5% 11-21-2033	221,606	227,669
	PVTPL BAYER US FIN LLC	PVTPL BAYER US FIN LLC 6.875% 11-21-2053	347,038	357,624
	Boeing Co/The	PVTPL BOEING CO THE 7.008% 05-01-2064	124,999	131,095
	Brighthouse Financial Global Funding	PVTPL BRIGHTHOUSE FINANCIAL GLOBAL FDG 5.55% 04-09-2027	1,822,162	1,810,174
	PVTPL BROADCOM INC AVGO	PVTPL BROADCOM INC AVGO 3.187 11/15/36 3.187% DUE 11-15-2036/09-30-2021 BEO	590,512	586,441
	Broadcom Inc	PVTPL BROADCOM INC NT 4.926% 05-15-2037	1,218,940	1,416,616
	PVTPL CAIXABANK SA	PVTPL CAIXABANK SA 5.581% 07-03-2036	1,733,356	1,741,705
	PVTPL CARGILL INC	PVTPL CARGILL INC 5.375% 10-23-2055	791,531	777,283
	PVTPL COTY INC/HFC PRESTIGE/INT US	PVTPL COTY INC/HFC PRESTIGE/INT US 5.6% 01-15-2031	599,436	605,457
	CSL Finance PLC	PVTPL CSL FINANCE PLC 5.106% 04-03-2034	1,175,000	1,206,061
	PVTPL DNB BK ASA MED TERM NTS BOOK ENTRY4.384%	PVTPL DNB BK ASA MED TERM NTS BOOK ENTRY4.384% 11-04-2031	820,000	817,624
	Expand Energy Corp	PVTPL EXPAND ENERGY CORPORATION 6.75% 04-15-2029	674,144	668,937
	PVTPL FARMERS EXCHANGE CAP II	PVTPL FARMERS EXCHANGE CAP II 6.151% 11-01-2053	258,074	265,254
	PVTPL FOUNDRY JV HOLDCO LLC	PVTPL FOUNDRY JV HOLDCO LLC 5.9% 01-25-2033	405,578	425,437
	PVTPL FOUNDRY JV HOLDCO LLC	PVTPL FOUNDRY JV HOLDCO LLC 6.1% 01-24-2036	579,693	607,848
	PVTPL FOUNDRY JV HOLDCO LLC	PVTPL FOUNDRY JV HOLDCO LLC 6.3% 01-25-2039	843,294	867,605
	PVTPL FOUNDRY JV HOLDCO LLC.	PVTPL FOUNDRY JV HOLDCO LLC. 5.5% 01-25-2031	541,469	560,122
	GA Global Funding Trust	PVTPL GA GLOBAL FDG TR 1.95% 09-15-2028	507,946	593,903
	PVTPL GALAXY PIPELINE ASSETS BIDCO LTD	PVTPL GALAXY PIPELINE ASSETS BIDCO LTD 2.625% DUE 03-31-2036	621,887	666,199
	Galaxy Pipeline Assets Bidco Ltd	PVTPL GALAXY PIPELINE ASSETS BIDCO LTD 2.94% DUE 09-30-2040	1,409,618	1,528,325
	Glencore Funding LLC	PVTPL GLENCORE FDG LLC 3.875% DUE 04-27-2051 BEO	483,220	468,968

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	Glencore Funding LLC	PVTPL GLENCORE FDG LLC 5.634% 04-04-2034	1,444,236	1,490,853
	PVTPL GLENCORE FDG LLC	PVTPL GLENCORE FDG LLC 5.673% 04-01-2035	1,143,473	1,196,804
	PVTPL GLENCORE FDG LLC	PVTPL GLENCORE FDG LLC 6.141% 04-01-2055	389,136	422,370
	PVTPL GLENCORE FUNDING LLC	PVTPL GLENCORE FUNDING LLC 5.186% 04-01-2030	1,710,147	1,758,588
	Global Atlantic Fin Co	PVTPL GLOBAL ATLANTIC FIN CO 6.75% 03-15-2054	743,904	758,792
	PVTPL GLOBAL ATLANTIC FINANCE COMPANY	PVTPL GLOBAL ATLANTIC FINANCE COMPANY 7.95% DUE 06-15-2033	1,596,411	1,601,341
	Greensaif Pipelines Bidco Sarl	PVTPL GREENSAIF PIPELINES BIDCO S A R L 6.1027% 08-23-2042	930,000	970,269
	PVTPL GUARDIAN LIFE GLOBAL FDG	PVTPL GUARDIAN LIFE GLOBAL FDG 4.327% 10-06-2030	1,054,000	1,056,872
	Health Care Service Corp A Mutual Legal Reserve Co	PVTPL HEALTH CARE SERVICE CORP 5.2% 06-15-2029	1,594,282	1,636,029
	PVTPL HYUNDAI CAP AMERICA	PVTPL HYUNDAI CAP AMERICA 5.15% 03-27-2025	182,641	187,631
	PVTPL HYUNDAI CAPITAL AMERICA	PVTPL HYUNDAI CAPITAL AMERICA 4.5% 09-18-2030	625,890	628,607
	Hyundai Capital America	PVTPL HYUNDAI CAPITAL AMERICA 4.55% 09-26-2029	414,888	417,239
	PVTPL IMPERIAL BRANDS	PVTPL IMPERIAL BRANDS 5.625% 07-01-2035	979,690	1,012,422
	International Flavors & Fragrances Inc	PVTPL INTERNATIONAL FLAVORS & FRAGRANCES 2.3% 11-01-2030 USD	1,043,308	1,109,319
	PVTPL JBS USA HLDG LUX S A R L/JBS USA FOOD C	PVTPL JBS USA HLDG LUX S A R L/JBS USA FOOD C 5.5% 01-15-2036	239,806	238,949
	PVTPL JBS USA HLDG LUX S A R L/JBS USA FOOD C	PVTPL JBS USA HLDG LUX S A R L/JBS USA FOOD C 6.375% 04-15-2066	244,477	244,936
	PVTPL JBS USA SARL/FOOD/GRP	PVTPL JBS USA SARL/FOOD/GRP 6.375% 02-25-2055	443,590	457,921
	PVTPL JERSEY CENTRAL POWER & LIGHT CO	PVTPL JERSEY CENTRAL POWER & LIGHT CO 2.75% DUE 03-01-2032 BEO	658,754	697,169
	KBC Group NV	PVTPL KBC GROUP NV 4.932% 10-16-2030	755,000	769,515
	PVTPL KOMATSU FIN AMER	PVTPL KOMATSU FIN AMER 4.196% 09-18-2030	975,000	970,923
	PVTPL LADDER CAP FIN HLDGS LLLP/LADDER CAP F	PVTPL LADDER CAP FIN HLDGS LLLP/LADDER CAP F 4.75% DUE 06-15-2029 BEO	537,178	538,889
	PVTPL LADDER CAP FIN HLDGS LLLP7.0%	PVTPL LADDER CAP FIN HLDGS LLLP7.0% 07-15-2031	539,591	546,007
	Mars Inc	PVTPL MARS INC 3.6% DUE 04-01-2034 BEO	98,065	92,394
	PVTPL MARS INC	PVTPL MARS INC 5.0% 03-01-2032	508,970	526,426
	PVTPL MARS INC	PVTPL MARS INC 5.2% 03-01-2035	1,707,008	1,761,180
	PVTPL MARS INC	PVTPL MARS INC 5.7% 05-01-2055	1,859,402	1,865,523
	Mars Inc	PVTPL MARS INC DEL 3.2% 04-01-2030	649,179	712,123
	Mars Inc	PVTPL MARS INC DEL 3.875% 04-01-2039	1,086,876	967,090
	Massachusetts Mutual Life Insurance Co	PVTPL MASS MUTUAL LIFE INS CO SURPLUS NT 4.9% DUE 04-01-2077	542,699	436,242
	MassMutual Global Funding II	PVTPL MASSMUTUAL GLOBAL CBO I LTD 1.55% DUE 10-09-2030 BEO	625,178	730,795
	Metropolitan Life Global Funding I	PVTPL METROPOLITAN LIFE GLOBAL FDG 2.4% 01-11-2032	312,991	347,211
	Monongahela Power Co	PVTPL MONONGAHELA POWER CO 5.85% 02-15-2034 BEO	1,801,769	1,910,628
	Monongahela Power Co	PVTPL MONONGAHELA PWR 5.4 DUE 12-15-2043 BEO	27,650	29,345
	Mutual of Omaha Cos Global Funding	PVTPL MUTUAL OF OMAHA GLOBAL 4.75% 10-15-2029	1,524,329	1,549,902
	Nationwide Mutual Insurance Co	PVTPL NATIONWIDE MUT INS CO 4.35% DUE 04-30-2050/04-30-2020 BEO	221,385	235,818
	PVTPL NATIONWIDE MUT INS CO SURPLUS NT	PVTPL NATIONWIDE MUT INS CO SURPLUS NT 144A 9.375% DUE 08-15-2039 REG	527,941	529,349
	NatWest Markets PLC	PVTPL NATWEST MKTS PLC 5.41% DUE 05-17-2029 BEO	550,000	570,872
	New York Life Global Funding	PVTPL NEW YORK LIFE GLOBAL FDG 4.55% 01-28-2033	1,926,468	1,927,353
	PVTPL NORTHWESTERN CORP	PVTPL NORTHWESTERN CORP 5.073% 03-21-2030	910,000	933,914
	PVTPL NORTHWESTERN MUT LIFE INS CO	PVTPL NORTHWESTERN MUT LIFE INS CO 6.17%05-29-2055	1,590,873	1,694,214
	PVTPL NTT FIN CORP	PVTPL NTT FIN CORP 03/04/2026 1.162% DUE04-03-2026/03-03-2026 BEO	778,130	804,022
	NTT Finance Corp	PVTPL NTT FIN CORP 1.591% 04-03-2028	2,507,912	2,869,842
	PVTPL NTT FIN CORP	PVTPL NTT FIN CORP 5.502% 07-16-2035	191,662	190,872
	PVTPL OHIO EDISON COMPANY	PVTPL OHIO EDISON COMPANY 4.95% 12-15-2029	719,914	736,818
	PVTPL ONCOR ELEC DELIVERY CO LLC	PVTPL ONCOR ELEC DELIVERY CO LLC 5.8% 04-01-2055	1,455,141	1,470,090
	PVTPL PROTECTIVE LIFE CORP	PVTPL PROTECTIVE LIFE CORP 5.35% 12-15-2035	758,503	769,764
	Scentre Group Trust 2	PVTPL RE1 LTD IN ITS CAPACITY AS RESPONSIBLE E 5.125% 09-24-2080	1,934,098	2,135,130
	PVTPL ROCHE HLDGS INC	PVTPL ROCHE HLDGS INC 4.374% 12-02-2032	1,285,000	1,282,388
	Roche Holdings Inc	PVTPL ROCHE HLDGS INC 5.593% 11-13-2033	6,205,000	6,644,464
	Roche Holdings Inc	PVTPL ROCHE HOLDINGS INC 2.076% DUE 12-13-2031 BEO	894,971	982,856
	PVTPL SIEMENS FINANCIERINGSMAATSCHAPPIJ N V NT	PVTPL SIEMENS FINANCIERINGSMAATSCHAPPIJ N V NT 4.4% 05-27-2045 BEO	66,853	66,284
	PVTPL SIEMENS FUNDING BV	PVTPL SIEMENS FUNDING BV 4.6% 05-28-2030	1,081,949	1,105,692
	PVTPL SIEMENS FUNDING BV	PVTPL SIEMENS FUNDING BV 5.2% 05-28-2035	1,301,873	1,356,929
	PVTPL SIEMENS FUNDING BV	PVTPL SIEMENS FUNDING BV 5.8% 05-28-2055	988,135	1,036,493
	PVTPL SIEMENS FUNDING BV	PVTPL SIEMENS FUNDING BV 5.9% 05-28-2065	185,442	193,780
	PVTPL SPRINT SPECTRUM /SPRINT	PVTPL SPRINT SPECTRUM /SPRINT 5.152% 09-20-2029	1,582,020	1,620,467
	PVTPL STELLANTIS FIN US INC	PVTPL STELLANTIS FIN US INC 6.45% 03-18-2035	357,217	359,538
	Teachers Insurance & Annuity Association of America	PVTPL TEACHERS INS & 4.9% DUE 09-15-2044	1,938,696	1,834,734
	PVTPL TEXAS ELEC MKT STABILIZATION FDG M LLC	PVTPL TEXAS ELEC MKT STABILIZATION FDG M LLC 5.147% 08-01-2051	1,699,872	1,703,474
	PVTPL UBS GROUP AG	PVTPL UBS GROUP AG 4.368% 09-23-2031	1,684,000	1,677,404
	PVTPL UBS GROUP AG	PVTPL UBS GROUP AG 5.01% 03-23-2037	1,650,000	1,639,769
	VICI Properties LP / VICI Note Co Inc	PVTPL VICI PPTYS L P/VICI NT CO INC 4.125% DUE 08-15-2030	787,977	864,983
	PVTPL VSP OPTICAL GROUP INC	PVTPL VSP OPTICAL GROUP INC 5.45% 12-01-2035	498,885	504,363
	QUALCOMM Inc	QUALCOMM INC 4.3% DUE 05-20-2047	602,928	594,746
	RAYMOND JAMES FINL	RAYMOND JAMES FINL 4.9% 09-11-2035	1,241,688	1,240,165
	Realty Income Corp	REALTY INCOME CORP 1.8% DUE 03-15-2033	439,941	380,830
	REALTY INCOME CORP	REALTY INCOME CORP 2.85% DUE 12-15-2032	29,536	31,440
	REALTY INCOME CORP	REALTY INCOME CORP 4.5% DUE 02-01-2033	619,921	621,211
	Regency Centers LP	REGENCY CENTERS CORP 5.25% 01-15-2034	1,757,110	1,825,781
	REGENCY CENTERS L P	REGENCY CENTERS L P 5.0% 07-15-2032	700,910	723,846
	Regency Centers LP	REGENCY CTRS L P 4.4% DUE 02-01-2047	169,645	191,494
	Regency Centers LP	REGENCY CTRS L P 5.1% 01-15-2035	191,641	194,803
	RIO TINTO FIN USA PLC	RIO TINTO FIN USA PLC 5.0% 03-14-2032	1,267,133	1,318,106
	ROCKEFELLER FNDTN	ROCKEFELLER FNDTN 2.492% DUE 10-01-2050	218,210	233,788
	Royal Bank of Canada	ROYAL BANK OF CANADA 2.3% 11-03-2031	330,831	391,809
	ROYAL BANK OF CANADA	ROYAL BANK OF CANADA 6.5% 11-24-2085	235,000	234,378
	ROYAL BK CDA MED TERM NTS BOOK ENTRY	ROYAL BK CDA MED TERM NTS BOOK ENTRY 4.696% 08-06-2031	1,666,000	1,688,858
	RTX CORPORATION	RTX CORPORATION 1.9% 09-01-2031	1,220,648	1,243,873
	RTX Corp	RTX CORPORATION 4.5% 06-01-2042	2,202,411	2,329,048
	Salesforce Inc	SALESFORCE.COM INC 2.9% DUE 07-15-2051 BEO	841,955	759,487
	San Diego Gas & Electric Co	SAN DIEGO GAS & 4.15% DUE 05-15-2048	358,178	290,363
	SAN DIEGO GAS & ELEC CO	SAN DIEGO GAS & ELEC CO 5.4% 04-15-2035	403,866	419,905
	San Diego Gas & Electric Co	SAN DIEGO GAS & ELECTRIC CO 4.1% 06-15-2049	1,173,545	754,601
	San Diego Gas & Electric Co	SAN DIEGO GAS & FIXED 3.32% DUE 04-15-2050	94,874	65,660
	SANTANDER UK GROUP FLTG RT	SANTANDER UK GROUP FLTG RT 5.136% DUE 09-22-2036	165,000	164,435
	SCHWAB(CHARLES)CORP	SCHWAB(CHARLES)CORP 4.914% 11-14-2036	1,981,000	1,973,082
	Sempra	SEMPRA ENERGY 3.8% DUE 02-01-2038	668,571	568,426
	Shell Finance US Inc	SHELL FIN US INC 4.0% 05-10-2046	352,234	356,875
	Shell Finance US Inc	SHELL FIN US INC 4.375% 05-11-2045	750,235	694,862
	SHELL FIN US INC GTD SR NT	SHELL FIN US INC GTD SR NT 144A 3% 11-26-2051	103,347	67,665
	Shell Finance US Inc	SHELL FIN US INC NT 3.25% 04-06-2050	21,805	20,759
	Shell Finance US Inc	SHELL FIN US INC NT 4.55% 08-12-2043	287,635	300,634
	SHELL FINANCE US INC	SHELL FINANCE US INC 3.75% 09-12-2046	19,582	19,542
	Shell International Finance BV	SHELL INTL FIN B V 3.625% DUE 08-21-2042	300,832	254,065
	SIEMENS FDG B V SR NT	SIEMENS FDG B V SR NT 144A 4.9% 05-28-2032	1,303,937	1,346,821
	Simon Property Group LP	SIMON PPTY GROUP L 4.25% DUE 11-30-2046	110,696	121,409
	Simon Property Group LP	SIMON PROPERTY GROUP L.P. 5.85% DUE 03-08-2053	399,174	407,535
	SOUTHERN CALIF EDISON	SOUTHERN CALIF EDISON 6.2% 09-15-2055	289,558	287,375
	SOUTHERN CALIF EDISON CO	SOUTHERN CALIF EDISON CO 4.125% 03-01-2048	411,386	433,942
	Southern California Edison Co	SOUTHERN CALIF EDISON CO 5.75% 04-15-2054	42,001	42,340

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	Southern California Gas Co	SOUTHERN CALIF GAS CO 5.6% 04-01-2054	242,550	240,670
	Southern California Gas Co	SOUTHERN CALIF GAS CO 5.75% 06-01-2053	706,943	716,107
	SOUTHERN CALIFORNIA EDISON CO	SOUTHERN CALIFORNIA EDISON CO 5.9% 03-01-2055	895,150	918,470
	Southern California Gas Co	SOUTHERN CALIFORNIA GAS CO 2.55% DUE 02-01-2030 BEO	1,048,882	1,188,822
	Southern California Edison Co	SOUTHN CAL EDISON 4% DUE 04-01-2047	1,000,927	860,315
	Southern California Gas Co	SOUTHN CAL GAS CO 4.125% DUE 06-01-2048	2,390,902	2,447,980
	Southwestern Public Service Co	SOUTHWESTERN PUBLIC SERVICE 08-09-2017 3.7% DUE 08-15-2047 BEO	366,823	376,047
	SPRINT CAP CORP	SPRINT CAP CORP 6.875% DUE 11-15-2028	1,185,729	1,196,884
	Sprint Capital Corp	SPRINT CAP CORP 8.75% DUE 03-15-2032	1,225,890	1,259,315
	Stanford Health Care	STANFORD HLTH CARE 3.31% DUE 08-15-2030	275,000	266,027
	Stanford Health Care	STANFORD HLTH CARE 3.795% DUE 11-15-2048	316,261	315,214
	Equinor ASA	STATOIL ASA 3.95 DUE 05-15-2043	209,112	206,632
	Equinor ASA	STATOIL ASA 4.25 DUE 11-23-2041	166,738	173,302
	SUMITOMO MITSUI TR GROUP INC	SUMITOMO MITSUI TR GROUP INC USD BASEL III TIER 2 SUB NT 5.416% 09-11-2036	754,302	754,100
	SYNOPSYS INC	SYNOPSYS INC 4.85% 04-01-2030	1,031,835	1,054,793
	SYNOPSYS INC	SYNOPSYS INC 5.0% 04-01-2032	822,995	843,473
	SYNOPSYS INC	SYNOPSYS INC 5.15% 04-01-2035	750,585	746,444
	SYNOPSYS INC	SYNOPSYS INC 5.7% 04-01-2055	589,604	580,144
	Takeda Pharmaceutical Co Ltd	TAKEDA PHARMACEUTICAL CO LTD SR NT 3.025% 07-09-2040	811,443	890,239
	Teachers Insurance & Annuity Association of America	TEACHERS INS & 3.3% DUE 05-15-2050	387,720	416,363
	Teachers Insurance & Annuity Association of America	TEACHERS INS & 6.85% DUE 12-16-2039	71,197	69,022
	Texas Instruments Inc	TEXAS INSTRS INC 3.875% 03-15-2039	1,484,580	1,255,222
	Texas Instruments Inc	TEXAS INSTRS INC 4.15% DUE 05-15-2048	117,854	109,902
	TEXAS INSTRS INC FIXED	TEXAS INSTRS INC FIXED 5% 03-14-2053	727,259	729,892
	Texas Instruments Inc	TEXAS INSTRUMENTS INC 5.05% DUE 05-18-2063	666,753	631,352
	THERMO FISHER SCIENTIFIC	THERMO FISHER SCIENTIFIC 4.794% 10-07-2035	1,615,000	1,623,072
	TIME WARNER CABLE	TIME WARNER CABLE 4.5% DUE 09-15-2042	305,499	300,885
	TIME WARNER CABLE	TIME WARNER CABLE 5.5% DUE 09-01-2041	350,516	343,130
	TIME WARNER CABLE	TIME WARNER CABLE 5.875% DUE 11-15-2040	583,824	570,916
	Time Warner Cable LLC	TIME WARNER CABLE 7.3% DUE 07-01-2038	2,322,863	2,650,553
	TORONTO DOMINION BANK	TORONTO DOMINION BANK 4.928% 10-15-2035	1,255,000	1,258,258
	TotalEnergies Capital International SA	TOTAL CAP INTL 2.986% DUE 06-29-2041 REG	49,384	53,072
	TotalEnergies Capital International SA	TOTAL CAP INTL 3.127% DUE 05-29-2050 REG	1,027,246	976,170
	TotalEnergies Capital SA	TOTALENERGIES CAP 5.425% 09-10-2064	524,586	490,271
	TOTALENERGIES CAPITAL SA	TOTALENERGIES CAPITAL SA 5.488% 04-05-2054	4,909	4,858
	TOYOTA MOTOR CREDIT CORP	TOYOTA MOTOR CREDIT CORP 4.6% 10-10-2031	1,292,397	1,315,716
	TRAVELERS COS INC 5.45% DUE 05-25-2053	TRAVELERS COS INC 5.45% DUE 05-25-2053	1,510,349	1,497,253
	TRAVELERS COS INC	TRAVELERS COS INC 5.7% 07-24-2055	20,530	20,507
	Travelers Cos Inc/The	TRAVELERS COS INC 6.25% DUE 06-15-2037	1,703,443	1,782,306
	Truist Bank	TRUIST BK GLOBAL FIXED 2.25% DUE 03-11-2030	113,165	132,918
	Truist Financial Corp	TRUIST FINANCIAL CORPORATION 1.887%06-07-2029	672,859	769,739
	Truist Financial Corp	TRUIST FINANCIAL CORPORATION 5.867% 06-08-2034	2,236,810	2,407,508
	Truist Financial Corp	TRUIST FINL CORP 5.711% 01-24-2035	2,123,438	2,204,029
	Truist Financial Corp	TRUIST FINL CORP SR MED TERM NTS 5.122% 01-26-2034	344,275	352,042
	TUCSON ELEC PWR CO	TUCSON ELEC PWR CO 5.9% 04-15-2055	1,411,802	1,446,219
	US Bancorp	U S BANCORP 5.836% 06-12-2034	305,000	325,971
	UBER TECHNOLOGIES INC	UBER TECHNOLOGIES INC 4.15% 01-15-2031	1,253,682	1,250,357
	UBER TECHNOLOGIES INC	UBER TECHNOLOGIES INC 4.8% 09-15-2034	1,577,427	1,650,639
	UBER TECHNOLOGIES INC	UBER TECHNOLOGIES INC 5.35% 09-15-2054	1,209,894	1,227,601
	UBER TECHNOLOGIES INC SR NT	UBER TECHNOLOGIES INC SR NT 4.8% 09-15-2035	1,222,460	1,220,585
	UBS AG/London	UBS AG LONDON BRH 4.5% 06-26-2048	662,592	721,960
	UBS GROUP AG	UBS GROUP AG 4.844% DUE 11-06-2033	600,000	601,395
	UBS GROUP AG	UBS GROUP AG 5.528% DUE 05-06-2047	1,470,000	1,456,490
	Union Electric Co	UNION ELEC CO 5.45% 03-15-2053	1,307,301	1,267,850
	Union Pacific Corp	UNION PAC CORP 3.5% 02-14-2053	644,540	459,070
	Union Pacific Corp	UNION PAC CORP 3.55% DUE 08-15-2039	219,392	235,474
	Union Pacific Corp	UNION PAC CORP 3.839% DUE 03-20-2060 BEO	362,696	220,139
	UNION PAC CORP	UNION PAC CORP 5.6% 12-01-2054	368,917	374,272
	Union Pacific Corp	UNION PAC CORP FIXED 2.95% 03-10-2052	828,546	810,282
	Union Pacific Corp	UNION PAC CORP FIXED 2.973% DUE 09-16-2062	184,068	179,343
	Union Pacific Corp	UNION PACIFIC CORP 3.375% 02-14-2042	181,723	189,275
	Union Pacific Corp	UNION PACIFIC CORP FIXED 4.95% DUE 05-15-2053	66,582	63,793
	United Airlines 2024-1 Class AA Pass Through Trust	UNITED AIRLINES INC 5.45% 08-15-2038	1,269,661	1,307,257
	UNITED AIRLS INC	UNITED AIRLS INC 2019-1AA PASS THRU TR 4.15% 08-25-2031	267,257	296,147
	United Parcel Service of America Inc	UNITED PARCEL SVC AMER INC DEB INT RATE 8.375% TO STEP UP 04-01-2030 03-31-2030	854,831	857,217
	UnitedHealth Group Inc	UNITEDHEALTH GROUP 3.7% DUE 08-15-2049	716,554	507,845
	UNITEDHEALTH GROUP	UNITEDHEALTH GROUP 3.75% 10-15-2047	592,089	624,545
	UnitedHealth Group Inc	UNITEDHEALTH GROUP 4.75% DUE 07-15-2045	110,685	108,275
	UnitedHealth Group Inc	UNITEDHEALTH GROUP 5.35% DUE 02-15-2033	288,936	302,614
	UnitedHealth Group Inc	UNITEDHEALTH GROUP 5.875% DUE 02-15-2053	3,418,691	3,235,810
	UnitedHealth Group Inc	UNITEDHEALTH GROUP 6.5% DUE 06-15-2037	5,956,975	5,523,341
	UNITEDHEALTH GROUP FIXED	UNITEDHEALTH GROUP FIXED 4.25% DUE 06-15-2048	949,292	973,441
	UnitedHealth Group Inc	UNITEDHEALTH GROUP INC 2.3% DUE 05-15-2031 BEO	1,807,230	2,042,550
	UnitedHealth Group Inc	UNITEDHEALTH GROUP INC 2.75% DUE 05-15-2040/05-18-2020 REG	263,098	203,290
	UnitedHealth Group Inc	UNITEDHEALTH GROUP INC 2.9% DUE 05-15-2050/05-18-2020 REG	283,361	280,865
	UnitedHealth Group Inc	UNITEDHEALTH GROUP INC 4.75% 05-15-2052	532,397	477,937
	UNITEDHEALTH GROUP INC	UNITEDHEALTH GROUP INC 5.05% 04-15-2053	22,690	22,639
	UnitedHealth Group Inc	UNITEDHEALTH GROUP INC 5.375% 04-15-2054	1,353,627	1,309,193
	UNITEDHEALTH GROUP INC	UNITEDHEALTH GROUP INC 5.5% 04-15-2064	23,721	23,573
	UnitedHealth Group Inc	UNITEDHEALTH GROUP INC 5.625% 07-15-2054	1,009,134	1,047,357
	UnitedHealth Group Inc	UNITEDHEALTH GROUP INC 5.778% 07-15-2044	2,958,494	2,971,066
	UNITEDHEALTH GROUP INC	UNITEDHEALTH GROUP INC 5.95% 06-15-2055	1,479,960	1,541,053
	University of Southern California	UNIV SOUTHN CAL 3.028% DUE 10-01-2039	1,152,143	1,227,287
	University of Southern California	UNIV SOUTHN CAL 5.25% DUE 10-01-2111	74,020	46,551
	US Bancorp	US BANCORP 5.678% 01-23-2035	2,410,802	2,406,725
	United Parcel Service Inc	UTD PARCEL SVC INC 6.2% DUE 01-15-2038	1,624,141	1,678,956
	VA ELEC & PWR CO	VA ELEC & PWR CO 3.8% DUE 09-15-2047	778,359	764,290
	Virginia Electric and Power Co	VA ELEC & PWR CO 6.35% DUE 11-30-2037	159,215	165,017
	VA ELEC & PWR CO SR NT	VA ELEC & PWR CO SR NT 2008 SER B 8.875 DUE 11-15-2038	1,040,160	1,061,986
	VERISK ANALYTICS INC	VERISK ANALYTICS INC 4.5% 08-15-2030	841,596	848,793
	VERISK ANALYTICS INC SR NT	VERISK ANALYTICS INC SR NT 5.125% 02-15-2036	840,047	847,440
	VERIZON	VERIZON 2.65% DUE 11-20-2040	1,027,588	1,044,936
	VERIZON	VERIZON 5.875% DUE 11-30-2055	630,512	627,219
	Verizon Communications Inc	VERIZON COMMUNICATIONS 3.4% DUE 03-22-2041 BEO	948,987	1,037,146
	VERIZON COMMUNICATIONS	VERIZON COMMUNICATIONS 6.0% 11-30-2065	631,703	626,197
	VERIZON COMMUNICATIONS INC	VERIZON COMMUNICATIONS INC 4.75% 01-15-2033	840,547	844,004
	VERIZON COMMUNICATIONS INC	VERIZON COMMUNICATIONS INC 5.25% 04-02-2035	1,259,792	1,286,773
	VERIZON COMMUNICATIONS INC	VERIZON COMMUNICATIONS INC 5.75% 11-30-2045	566,650	566,799
	VERIZON COMMUNICATIONS INC NT	VERIZON COMMUNICATIONS INC NT 5% 01-15-2036	835,767	838,023
	Paramount Global	VIACOM INC NEW 5.25% DUE 04-01-2044	853,508	787,429

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	Virginia Electric and Power Co	VIRGINIA ELEC & PWR CO 2.95% 11-15-2051	363,305	357,873
	Virginia Electric and Power Co	VIRGINIA ELEC & PWR CO 5.0% 01-15-2034	1,395,039	1,425,225
	VIRGINIA ELEC & PWR CO	VIRGINIA ELEC & PWR CO 5.6% 09-15-2055	1,064,063	1,037,787
	Wells Fargo Bank NA	WACHOVIA BK NATL ASSN MEDIUM TERM SUB BKTRANCHE # SB 00009 6.6 DUE 01-15-2038	7,210,064	7,533,793
	Wells Fargo Bank NA	WACHOVIA BK NATL ASSN MTN SUB BKTRANCHE # SB 00007 5.85 DUE 02-01-2037 BEO	759,406	763,011
	Walmart Inc	WALMART INC 2.5% DUE 09-22-2041 BEO	186,961	192,555
	Walmart Inc	WALMART INC 4.5% DUE 04-15-2053	990,818	995,273
	Walmart Inc	WALMART INC NT 2.65% 09-22-2051	400,858	301,219
	WARNERMEDIA HLDGS	WARNERMEDIA HLDGS 3.755% 03-15-2027	688,200	762,833
	WARNERMEDIA HLDGS	WARNERMEDIA HLDGS 5.05% 03-15-2042	1,054,746	861,320
	Waste Management Inc	WASTE MGMT INC DEL 5.2% 03-15-2035	726,306	742,743
	Wells Fargo & Co	WELLS FARGO & CO 4.611% 04-25-2053	1,655,061	1,600,702
	Wells Fargo & Co	WELLS FARGO & CO 4.9% DUE 11-17-2045	129,571	94,789
	Wells Fargo & Co	WELLS FARGO & CO 5.375% DUE 11-02-2043	2,574,850	1,972,154
	WELLS FARGO & CO	WELLS FARGO & CO 5.605% 04-23-2036	2,708,420	2,746,015
	Wells Fargo & Co	WELLS FARGO & CO 5.606% DUE 01-15-2044	416,659	321,054
	Wells Fargo & Co	WELLS FARGO & CO MEDIUM TERM SR NTS 6.491% 10-23-2034	590,000	654,103
	WELLS FARGO & CO MEDIUM TERM SR NTS BOOK5.15%	WELLS FARGO & CO MEDIUM TERM SR NTS BOOK5.15% 04-23-2031	1,801,000	1,860,622
	WELLS FARGO & COMPANY	WELLS FARGO & COMPANY 4.892% 09-15-2036	837,000	836,267
	WELLS FARGO & COMPANY	WELLS FARGO & COMPANY 5.244% 01-24-2031	940,000	974,000
	Wells Fargo & Co	WELLS FARGO & COMPANY 5.499% 01-23-2035	1,056,148	1,097,454
	Wells Fargo & Co	WELLS FARGO & COMPANY 5.557% 07-25-2034	2,347,351	2,483,380
	Westpac Banking Corp	WESTPAC BKG CORP 5.618% DUE 11-20-2035	455,000	470,784
	Wisconsin Electric Power Co	WI ELEC PWR CO 4.25 06-01-2044	312,597	330,178
	Wisconsin Electric Power Co	WISCONSIN ELEC PWR CO 5.05% 10-01-2054	148,173	137,630
	Wyeth LLC	WYETH 6% DUE 02-15-2036	144,720	121,381
	Wyeth LLC	WYETH NT 5.95 DUE 04-01-2037/03-27-2007 BEO	1,374,435	1,365,996
	YALE UNIV	YALE UNIV 4.701% DUE 04-15-2032	1,539,000	1,584,808
	UBS GROUP AG NT PERP-AUG35	UBS GROUP AG NT PERP-AUG35 144A 7% 12-31-2049	650,000	663,460
	Total Corporate Bonds		**832,078,794**	**838,053,276**
	Guaranteed Investment Contracts:			
	AXA EQUITABLE GROUP PENSION	AXA EQUITABLE GROUP PENSION CONTRACT #1542 MAT 00/00/00	37,977	36,894
	GAC JOHN HANCOCK 89	GAC JOHN HANCOCK 89 CONTRACT NO. 89 GAC	46,975	46,975
	Total Guaranteed Investment Contracts		**84,952**	**83,869**
	Foreign Government Securities			
	Province of British Columbia Canada	BRITISH COLUMBIA PROV CDA 4.2% 07-06-2033	1,323,927	1,317,703
	Chile Electricity Lux Mpc II Sarl	CHILE ELECTRICITY LUX 5.58% DUE 10-20-2035 BEO	3,443,222	3,553,980
	CHILE ELECTRICITY LUX	CHILE ELECTRICITY LUX 5.672% 10-20-2035	1,262,082	1,310,775
	EQUINOR ASA	EQUINOR ASA 4.5% 09-03-2030	425,851	426,443
	EQUINOR ASA	EQUINOR ASA 4.75% 11-14-2035	960,310	963,183
	International Bank for Reconstruction & Development	INTERNATIONAL BK FOR RECON & DEV 3.875% 02-14-2030	2,331,871	2,350,402
	Chile Electricity Lux MPC Sarl	PVTPL CHILE ELECTRICITY LUX MPC 6.01% 07-20-2024	1,168,068	1,225,686
	PVTPL SAUDI ARABIAN OIL CO	PVTPL SAUDI ARABIAN OIL CO 5.875% 07-17-2064	778,605	840,162
	PVTPL SAUDI ARABIAN OIL CO	PVTPL SAUDI ARABIAN OIL CO 6.375% 06-02-2055	2,896,985	3,029,108
	Chile Government International Bond	CHILE REP 2.55% NTS 22/01/2061 USD 3.1% DUE 01-22-2061/07-22-2060 REG	67,569	64,985
	CHILE(REPUBLIC OF) TBOND	CHILE(REPUBLIC OF) TBOND 4.0% DUE 01-31-2052 REG	393,339	417,358
	ISRAEL(STATE OF)	ISRAEL(STATE OF) 4.5% DUE 01-17-2033 REG	1,963,831	2,078,594
	KUWAIT ST NT	KUWAIT ST NT 144A 4.136% 10-09-2030	2,265,000	2,263,023
	PVTPL HUNGARY	PVTPL HUNGARY 6.75% 09-23-2055	969,188	971,625
	PVTPL KUWAIT INTL BOND	PVTPL KUWAIT INTL BOND 4.652% 10-09-2035	1,284,000	1,279,520
	PVTPL ROMANIA	PVTPL ROMANIA 7.5% 02-10-2037	1,027,737	1,058,296
	Saudi Government International Bond	PVTPL SAUDI ARABIA (KINGDOM OF) 5.75% 01-16-2054	945,059	950,633
	Chile Government International Bond	REPUBLIC OF CHILE 2.55% DUE 07-27-2033 REG	967,313	840,166
	Chile Government International Bond	REPUBLIC OF CHILE 5.33% 01-05-2054	162,350	159,118
	Chile Government International Bond	REPUBLIC OF CHILE BNDS 3.86% DUE 06-21-2047 REG	102,190	103,851
	REPUBLIC OF INDONESIA	REPUBLIC OF INDONESIA 4.9% 04-16-2036	1,351,491	1,353,093
	Republic of Poland Government International Bond	REPUBLIC OF POLAND 4.875% DUE 10-04-2033	947,799	970,776
	Israel Government International Bond	STATE OF ISRAEL 3.875% DUE 07-03-2050 REG	1,133,078	1,047,317
	Israel Government International Bond	STATE OF ISRAEL 6.043% 03-12-2054	710,134	711,438
	UNITED MEXICAN	UNITED MEXICAN 7.375% 05-13-2055	5,274,431	5,514,240
	UNITED MEXICAN STATES	UNITED MEXICAN STATES 5.375% 03-22-2033	1,189,630	1,183,254
	Mexico Government International Bond	UNITED MEXICAN STATES 6.338% DUE 05-04-2053	237,642	252,413
	Total Foreign Government Securities		**35,582,702**	**36,237,142**
	Municipal/Provincial Bonds:			
	CALIFORNIA ST 7.6% 11-01-2040 BEO TAXABLE	CALIFORNIA ST 7.6% 11-01-2040 BEO TAXABLE	1,423,270	1,432,102
	CALIFORNIA ST UNIV REV 5.183% 11-01-2053BEO TAXABLE	CALIFORNIA ST UNIV REV 5.183% 11-01-2053BEO TAXABLE	1,685,000	1,601,450
	DALLAS FT WORTH TEX INTL ARPT REV 4.087%11-01-2051	DALLAS FT WORTH TEX INTL ARPT REV 4.087%11-01-2051	250,000	205,021
	OH ST UNIV GEN RCPTS TAXABLE-SER A 4.8 DUE 06-01-2111	OH ST UNIV GEN RCPTS TAXABLE-SER A 4.8 DUE 06-01-2111	218,885	162,397
	PORT AUTHORITY NY & NJ	PORT AUTH N Y & N J 4.458% 10-01-2062 BEO TAXABLE	1,794,500	1,571,109
	TEXAS NAT GAS SECURITIZATION FIN CORP RE	TEXAS NAT GAS SECURITIZATION FIN CORP RE0.0% SER 23-1 CL A1 04-01-2035	510,758	524,316
	TX NAT GAS SECURITIZATION FIN CORP	TX NAT GAS SECURITIZATION FIN CORP 5.169% 04-01-2041	33,000	33,655
	UNIVERSITY CALIF REVS	UNIVERSITY CALIF REVS 4.767% 05-15-2115 BEO TAXABLE	21,845	13,005
	UNIVERSITY CALIF REVS	UNIVERSITY CALIF REVS 4.858% 05-15-2112 BEO TAXABLE	42,583	29,045
	UNIVERSITY MICH UNIV REVS 3.504% DUE 04-01-2052 REG	UNIVERSITY MICH UNIV REVS 3.504% DUE 04-01-2052 REG	329,000	244,128
	UNIVERSITY MICH UNIV REVS TAXABLE-GEN-SER A 4.454% 04-01-2	UNIVERSITY MICH UNIV REVS TAXABLE-GEN-SER A 4.454% 04-01-2122	247,993	192,161
	UNIVERSITY VA UNIV REVS	UNIVERSITY VA UNIV REVS 4.179% 09-01-2117 BEO TAXABLE	108,767	107,628
	Total Municipal/Provincial Bonds		**6,665,601**	**6,116,017**
	Collective Funds - Common Stock:			
	BLACKROCK	CF BLACKROCK MSCI WORLD INDEX LENDING FUND	50,033,087	90,782,627
	Total Collective Funds - Common Stock		**50,033,087**	**90,782,627**
	US Government and Agency Securities:			
	United States Treasury Strip Principal	U S TREAS BD STRIPPED PRIN PMT 00078 08-15-2039 REG	1,198,180	1,173,649
	U S TREAS SEC STRIPPED INT PMT TINT	U S TREAS SEC STRIPPED INT PMT TINT 05/15/40	4,785,957	5,132,268
	UNITED STATES GOV NATL TREAS BD STRIPPEDPRIN PMT	UNITED STATES GOV NATL TREAS BD STRIPPEDPRIN PMT 4.375 05-15-2040	2,147,369	2,300,045
	UNITED STATES OF AMER	UNITED STATES OF AMER 3.5% 11-15-2028	6,497,969	6,494,922
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BD 2.375% 5-15-2027	2,485,287	2,551,049
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS 2.0% 08-15-2051	2,092,527	1,746,683
	UNITED STATES OF AMER TREAS BONDS	UNITED STATES OF AMER TREAS BONDS 2.5% 02-15-2045	1,829,901	1,826,189
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS 2.875% 05-15-2052	2,147,450	1,778,146
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS 3% DUE08-15-2052	1,785,558	1,662,117
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS 3.375% 05-15-2044	1,960,974	1,738,144
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS 3.375%DUE 08-15-2042 REG	2,056,461	1,853,153
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS 3.625% 05-15-2053	2,079,053	1,903,058
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS 3.625%02-15-2053	2,323,083	1,919,252
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS 3.75% 11-15-2043	2,071,003	1,829,669

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS 4.0% 11-15-2042	2,267,544	2,025,582
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS 4.25% 02-15-2054	2,460,807	2,390,887
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS 4.5% 11-15-2054	2,060,379	1,989,422
	UNITED STATES OF AMER TREAS BONDS	UNITED STATES OF AMER TREAS BONDS 4.625%02-15-2055	2,051,677	2,012,319
	UNITED STATES OF AMER TREAS BONDS	UNITED STATES OF AMER TREAS BONDS 4.75% 08-15-2055	23,600,128	23,423,500
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS DTD 05/15/2016 2.5% DUE 05-15-2046 REG	1,671,083	1,462,003
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS BONDS DTD 4.125% 08-15-2053	2,347,494	2,212,974
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 30/04/2027 2.75% DUE 04-30-2027 BEO	2,447,014	2,498,657
	UNITED STATES OF AMER TREAS NOTES	UNITED STATES OF AMER TREAS NOTES 4.0% 11-15-2035	12,977,952	12,930,466
	UNITED STATES OF AMER TREAS NOTES	UNITED STATES OF AMER TREAS NOTES 4.25% 05-15-2035	3,466,742	3,496,222
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 4.5% DUE 11-15-2033	2,004,863	1,996,268
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES .625% DUE 08-15-2030	4,055,639	4,269,336
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 1.0% 07-31-2028	571,094	595,044
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 1.5% DUE 01-31-2027 REG	1,401,904	1,455,285
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 3.25% DUE 06-30-2029	3,062,916	3,112,703
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 3.5% 04-30-2028	2,661,102	2,695,105
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 3.875% 08-15-2033	1,809,497	1,792,091
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 4% 01-15-2027	3,065,915	3,078,764
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 4.0% 02-28-2030	3,057,940	3,146,845
	UNITED STATES OF AMER TREAS NOTES	UNITED STATES OF AMER TREAS NOTES 4.0% 02-29-2028	6,644,496	6,650,923
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 4.0% 06-30-2028	2,678,741	2,696,855
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 4.125%02-15-2027	2,929,398	2,937,263
	UNITED STATES OF AMER TREAS NOTES	UNITED STATES OF AMER TREAS NOTES 4.25% 01-15-2028	2,096,883	2,099,793
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 4.25% 02-28-2029	3,310,563	3,320,220
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 4.375%07-15-2027	2,188,350	2,188,856
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES 4.625%04-30-2029	3,451,430	3,448,431
	United States Treasury Note/Bond	UNITED STATES OF AMER TREAS NOTES DTD 11/15/2022 4.125%11-15-2032	2,919,710	2,922,415
	United States Treasury Note/Bond	UNITED STATES TREAS 2.25% DUE 02-15-2027 REG	726,543	746,562
	United States Treasury Note/Bond	UNITED STATES TREAS 2.375% DUE 02-15-2042 REG	2,411,526	2,207,969
	UNITED STATES TREAS BD STRIPPED PRIN PMT	UNITED STATES TREAS BD STRIPPED PRIN PMT 05-15-2045	2,021,699	2,125,997
	UNITED STATES TREAS BD STRIPPED PRIN PMT0	UNITED STATES TREAS BD STRIPPED PRIN PMT0 11-15-2040 REG	1,332,744	1,331,218
	United States Treasury Strip Principal	UNITED STATES TREAS BD STRIPPED PRIN PMT00071 05-15-2037 (UNDDATE) REG	809,434	872,733
	United States Treasury Strip Principal	UNITED STATES TREAS BD STRIPPED PRIN PMT00073 02-15-2038 (UNDDATE) REG	1,215,910	1,250,830
	United States Treasury Strip Principal	UNITED STATES TREAS BD STRIPPED PRIN PMT00074 05-15-2038 (UNDDATE) REG	944,340	973,325
	United States Treasury Strip Principal	UNITED STATES TREAS BD STRIPPED PRIN PMT00077 05-15-2039 (UNDDATE) REG	718,427	756,153
	United States Treasury Strip Principal	UNITED STATES TREAS BD STRIPPED PRIN PMT00079 11-15-2039 (UNDDATE) REG	3,073,073	3,200,042
	UNITED STATES TREAS BD STRIPPED PRIN PMT00080	UNITED STATES TREAS BD STRIPPED PRIN PMT00080 02-15-2040 (UNDDATE) REG	2,450,968	2,461,642
	UNITED STATES TREAS BD STRIPPED PRIN PMT00083	UNITED STATES TREAS BD STRIPPED PRIN PMT00083 08-15-2040 (UNDDATE) REG	385,737	387,276
	United States Treasury Strip Principal	UNITED STATES TREAS BD STRIPPED PRIN PMTBD 02-15-2036 (UNDDATE) BEO	3,194,550	3,378,202
	United States Treasury Strip Principal	UNITED STATES TREAS BD STRIPPED PRIN PMTT-STR 02-15-2037 (UNDDATE) REG	732,785	769,667
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 2.25% DUE 08-15-2046	1,726,841	1,514,208
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 0 DEB 15/02/2040USD1000 4.625 DUE 02-15-2040REG	598,473	536,418
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 1.875% DUE 02-15-2051 REG	2,105,656	1,737,034
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 1.875% 11-15-2051	1,988,680	1,638,748
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 1.875% DUE 02-15-2041 REG	2,860,734	2,448,765
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 15/05/2042 3.25%DUE 05-15-2042 REG	2,442,572	2,169,686
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 2% 11-15-2041	2,499,829	2,373,149
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 2.0% 02-15-2052	1,981,350	1,624,208
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 2.25% 05-15-2041 REG	2,544,698	2,355,855
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 2.25% DUE 05-15-2051 REG	2,321,615	1,947,100
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 2.875 DUE DUE 05-15-2043	2,078,545	1,864,857
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 2.875% 05-15-2049 REG	2,046,375	1,723,455
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 3% DUE 11-15-2044 REG	1,881,739	1,670,910
	UNITED STATES TREAS BDS	UNITED STATES TREAS BDS 3.0% DUE 08-15-2048	2,071,401	2,160,140
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 3.0% DUE 02-15-2048	1,407,289	1,204,592
	United States Treasury Note/Bond	UNITED STATES TREAS BDS 3.125 DUE 08-15-2044	226,032	200,242
	UNITED STATES TREAS BDS	UNITED STATES TREAS BDS 4.625% 11-15-2045	8,303,187	8,248,370
	United States Treasury Note/Bond	UNITED STATES TREAS BDS BD 3.125% DUE 02-15-2043 REG	1,857,206	1,668,403
	UNITED STATES TREAS BDS DTD	UNITED STATES TREAS BDS DTD 3.125% 05-15-2048	163,436	167,793
	UNITED STATES TREAS BDS DTD	UNITED STATES TREAS BDS DTD 00209 3.5% DUE 02-15-2039 REG	997,773	1,015,437
	United States Treasury Note/Bond	UNITED STATES TREAS BDS DTD 00271 1.125%DUE 08-15-2040	1,979,282	1,877,652
	United States Treasury Note/Bond	UNITED STATES TREAS BDS DTD 00300 4.75% 11-15-2053	3,144,905	2,962,507
	United States Treasury Note/Bond	UNITED STATES TREAS BDS DTD 00305 4.75% 05-15-2054	2,024,664	1,852,314
	United States Treasury Note/Bond	UNITED STATES TREAS BDS DTD 08/15/2020 1.375% 08-15-2050	1,370,588	1,246,024
	United States Treasury Note/Bond	UNITED STATES TREAS BDS TBOND FIXED 3% 02-15-2049	8,596,832	7,961,038
	United States Treasury Note/Bond	UNITED STATES TREAS NTS 1.375% DUE 12-31-2028	2,968,332	3,094,726
	United States Treasury Note/Bond	UNITED STATES TREAS NTS .625% DUE 05-15-2030 REG	3,727,522	3,926,795
	UNITED STATES TREAS NTS	UNITED STATES TREAS NTS 1.875% DUE 02-15-2032 REG	2,585,755	2,741,774
	United States Treasury Note/Bond	UNITED STATES TREAS NTS 2.75% 08-15-2032	3,046,738	3,098,468
	United States Treasury Note/Bond	UNITED STATES TREAS NTS 2.875% DUE 05-15-2028	2,934,550	2,997,369
	UNITED STATES TREAS NTS	UNITED STATES TREAS NTS 3.5% 12-15-2028	149,792	149,883
	UNITED STATES TREAS NTS	UNITED STATES TREAS NTS 3.625% 12-31-2030	8,007,672	7,999,888
	UNITED STATES TREAS NTS	UNITED STATES TREAS NTS 3.75% 11-30-2032	1,283,087	1,272,150
	United States Treasury Note/Bond	UNITED STATES TREAS NTS 3.75% 12-31-2028	7,599,381	7,693,300
	UNITED STATES TREAS NTS	UNITED STATES TREAS NTS 3.875% 12-31-2032	2,777,355	2,772,181
	United States Treasury Note/Bond	UNITED STATES TREAS NTS 30/04/2028 1.25%DUE 04-30-2028 BEO	2,760,148	2,881,942
	United States Treasury Note/Bond	UNITED STATES TREAS NTS 4.125% 03-31-2031	4,136,100	4,153,631
	United States Treasury Note/Bond	UNITED STATES TREAS NTS 4.5% 05-31-2029	3,446,984	3,446,984
	United States Treasury Note/Bond	UNITED STATES TREAS NTS DTD 02/15/2023 3.5% 02-15-2033	2,521,247	2,541,543
	United States Treasury Note/Bond	UNITED STATES TREAS NTS DTD 03/15/2024 4.25% 03-15-2027	2,745,813	2,747,197
	United States Treasury Note/Bond	UNITED STATES TREAS NTS DTD 06/30/2022 3.25% DUE 06-30-2027	2,050,722	2,079,989
	United States Treasury Note/Bond	UNITED STATES TREAS NTS DTD 09/30/2023 4.625% 09-30-2030	3,869,358	3,868,051
	United States Treasury Strip Coupon	UNITED STATES TREAS SEC STRIPPED 08-15-2038	5,733,676	6,338,739
	United States Treasury Strip Coupon	UNITED STATES TREAS SEC STRIPPED INT PMT00005 05-15-2038 (UNDDATE) REG	5,260,733	5,437,223
	United States Treasury Strip Coupon	UNITED STATES TREAS SEC STRIPPED INT PMT00019 02-15-2039 (UNDDATE) REG	5,767,609	6,146,920
	United States Treasury Strip Coupon	UNITED STATES TREAS SEC STRIPPED INT PMT00091 11-15-2038 (UNDDATE) REG	4,723,299	5,299,502
	UNITED STATES TREAS SEC STRIPPED INT PMT00122	UNITED STATES TREAS SEC STRIPPED INT PMT00122 02-15-2040 (UNDDATE) REG	6,271,213	6,347,793
	United States Treasury Strip Coupon	UNITED STATES TREAS SEC STRIPPED INT PMT00753 05-15-2036 (UNDDATE) REG	5,342,752	5,789,740
	United States Treasury Strip Coupon	UNITED STATES TREAS SEC STRIPPED INT PMT00754 11-15-2036 (UNDDATE) REG	5,257,949	5,726,685
	United States Treasury Strip Coupon	UNITED STATES TREAS SEC STRIPPED INT PMT00755 05-15-2037 (UNDDATE) REG	5,203,891	5,650,389
	United States Treasury Strip Coupon	UNITED STATES TREAS SEC STRIPPED INT PMT00764 08-15-2037 (UNDDATE) REG	6,222,495	6,735,843
	United States Treasury Strip Coupon	UNITED STATES TREAS SEC STRIPPED INT PMT00765 02-15-2038 (UNDDATE) REG	6,040,133	6,552,896
	United States Treasury Strip Coupon	UNITED STATES TREAS SEC STRIPPED INT PMT00842 02-15-2036 (UNDDATE) REG	7,183,499	7,776,397
	United States Treasury Strip Coupon	UNITED STATES TREAS SEC STRIPPED INT PMT00873 08-15-2036	6,670,365	7,132,190
	United States Treasury Strip Coupon	UNITED STATES TREAS SEC STRIPPED INT PMT00874 02-15-2037 (UNDDATE) REG	6,380,200	6,940,488
	UNITED STATES TREAS SEC STRIPPED INT PMTNT	UNITED STATES TREAS SEC STRIPPED INT PMTNT 194 08-15-2040 (UNDDATE) REG	5,776,438	6,016,465
	UNITED STS TREAS	UNITED STS TREAS 0.625% 12-31-2027	400,564	421,679
	United States Treasury Note/Bond	UNITED STS TREAS NTS DTD .875% 11-15-2030	4,220,485	4,422,447
	United States Treasury Note/Bond	US TREAS BDS DTD 02-15-2011 4.75% DUE 02-15-2041 REG	2,000,898	1,788,956
	United States Treasury Note/Bond	US TREAS SEC 4.5 DUE 08-15-2039 REG	792,919	801,803

(Continued)

BRIGHTSPEED PENSION PLAN
SCHEDULE H - LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Cost	(e) Current Value
	United States Treasury Strip Coupon	US TREAS SEC STRIPPED INT PMT 00116 11-15-2039	5,290,588	5,624,641
	US TREAS SEC STRIPPED INT PMT NT	US TREAS SEC STRIPPED INT PMT NT 200 0 11-15-2040 REG	5,074,409	5,053,479
	US TREASURY N/B	US TREASURY N/B 4.125% 03-31-2032	3,093,287	3,119,335
	United States Treasury Note/Bond	US TREASURY N/B 3.875% 08-15-2034	5,383,577	5,404,175
	United States Treasury Note/Bond	US TREASURY N/B 4.25% 08-15-2054	1,090,387	1,037,079
	US TREASURY N/B	US TREASURY N/B 4.75% 05-15-2055	4,460,985	4,421,900
	United States Treasury Note/Bond	UTD STATES TREAS 1.75% DUE 12-31-2026	2,652,836	2,744,122
	United States Treasury Note/Bond	UTD STATES TREAS 2.75% DUE 07-31-2027	1,984,176	2,027,018
	UTD STATES TREAS	UTD STATES TREAS 3.5% DUE 11-30-2030	134,051	133,766
	United States Treasury Strip Coupon	UTD STATES TREAS ZERO CPN 0% DUE 05-15-2039	4,813,891	5,195,175
	United States Treasury Strip Coupon	UTD STATES TREAS ZERO CPN 0% DUE 08-15-2039	6,003,182	6,030,562
	United States Treasury Strip Coupon	UTD STATES TREAS ZERO CPN 0% DUE 11-15-2037	5,243,173	5,534,040
	UTD STATES TREAS ZERO CPN	UTD STATES TREAS ZERO CPN 0% DUE 11-15-2048	283,348	282,994
	UTD STATES TREAS ZERO CPN	UTD STATES TREAS ZERO CPN 1.85% DUE 05-15-2040	426,044	440,827
	United States Treasury Note/Bond	WI TREASURY SEC 3.375% DUE 11-15-2048 REG	462,122	392,498
	United States Treasury Note/Bond	WI TREASURY SEC 3.875% 05-15-2043	1,453,980	1,431,621
	WI TREASURY SEC	WI TREASURY SEC 4.625% 11-15-2055	4,495,355	4,444,445
	FANNIE MAE SR	FANNIE MAE SR 24-93 CL FL FLTG RT 12-25-2054	765,318	767,670
	FED NATL MTG ASSOC 5.5% DUE 06-01-2053	FED NATL MTG ASSOC 5.5% DUE 06-01-2053	1,968,200	2,011,751
	FHLMC UMBS 30Y FIXED 5% 04-01-2053	FHLMC UMBS 30Y FIXED 5% 04-01-2053	1,016,547	1,039,900
	FNMA POOL #FA2605	FNMA POOL #FA2605 2.5% 01-01-2054 BEO	1,044,000	1,044,634
	FREDDIE MAC POOL FR SD6603 5%% 1/4/2053 5% 04-01-2053	FREDDIE MAC POOL FR SD6603 5%% 1/4/2053 5% 04-01-2053	1,306,509	1,336,482
	FREDDIE MAC SR	FREDDIE MAC SR 5488 CL FA FLTG 5.50369% 12-25-2054	3,343,834	3,357,363
	UNITED STATES TREAS BDS	UNITED STATES TREAS BDS 1.375 02-15-2044 REG	3,057,892	3,051,875
	Federal Home Loan Banks	FHLB 4.125 09-10-2027	1,920,467	1,909,554
	Tennessee Valley Authority	TENNESSEE VY AUTH GLOBAL POWER BD SER A 4.625% DUE 09-15-2060 REG	328,508	297,509
	Total US Government & Agency Securities		**416,164,536**	**432,313,535**
	Rights/Warrants:			
	CONSTELLATION SOFTWARE INC WARRANT	CONSTELLATION SOFTWARE INC WARRANT 31/03/2040	-	-
	Total Rights/Warrants		**-**	**-**
	Fixed Income Derivatives - Futures:			
	FUT MAR	FUT MAR 26 10 YR T-NOTES	-	-
	FUT MAR	FUT MAR 26 5 YR T NOTE	-	-
	FUT MAR	FUT MAR 26 CBT UL T-BONDS	-	-
	FUT MAR	FUT MAR 26 CBT ULT TNOTE	-	-
	FUT MAR	FUT MAR 26 U.S. T-BONDS	-	-
	FUT MAR	FUT MAR 26 US 2YR T-NOTE	-	-
	Total Fixed Income Derivatives - Futures		**-**	**-**
	Equity Derivatives - Futures:			
	FUT MAR	FUT MAR 26 EMINI S&P 500	-	-
	FUT MAR	FUT MAR 26 ICUS MSCI EAF	-	-
	Total Equity Derivatives - Futures		**-**	**-**
	Stapled Securities:			
	HKT Trust & HKT Ltd	HKT TRUST AND HKT HKD0.0005 SHARE STAPLED	54,770	65,066
	Total Stapled Securities		**54,770**	**65,066**
	Collective Funds - Short Term Investment:			
	NT COLLECTIVE TRUST	NT COLLECTIVE GOVT SHORT TERM INVT FD	68,628,353	68,628,353
	Total Collective Funds - Short Term Investment		**68,628,353**	**68,628,353**
	Total Assets		**1,544,196,953**	**1,646,701,742**

BRIGHTSPEED PENSION PLAN
SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
Year ended December 31, 2025

Name of Plan Sponsor: Connect Holding II LLC d/b/a Brightspeed
Employer Identification Number: 87-3811759
Three-Digit Plan Number: 200

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
Category (i): A single transaction in excess of 5% of the current value of Plan assets:								
None noted								
Category (iii): A series of transactions in the same security in excess of 5% of the current value of Plan assets:								
US Treasury	Treasury Bond 4.625% due 2-15-55	$ 43,615,541	$ -	$ -	$ -	$ 43,615,541	$ 43,615,541	$ -
			41,200,338	-	-	41,563,864	41,200,338	(363,526)
US Treasury	Treasury Notes 4.625% due 2-15-35	46,419,760	-	-	-	46,419,760	46,419,760	-
			46,396,963	-	-	46,419,760	46,396,963	(22,797)
US Treasury	Treasury Bond 4.50% due 11-15-54	44,574,336	-	-	-	44,574,336	44,574,336	-
			53,372,037	-	-	54,315,004	53,372,037	(942,967)
US Treasury	Treasury Notes 4.25% due 8-15-35	54,255,275	-	-	-	54,255,275	54,255,275	-
			54,254,512	-	-	54,255,275	54,254,512	(763)
Northern Trust	Govt Short Term Investment Fund	769,552,673	-	-	-	769,552,673	769,552,673	-
			767,644,717	-	-	767,644,717	767,644,717	-

See Independent Auditor's Report.

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	1	0	0	0	0	0	0	0	0	0	1
25-29	1	0	1	0	0	0	0	0	0	0	2
30-34	3	2	4	6	0	0	0	0	0	0	15
35-39	5	13	10	21	7	0	0	0	0	0	56
40-44	14	35	21	32	25	10	1	0	0	0	138
45-49	13	34	48	96	44	47	25	0	0	0	307
50-54	11	20	43	121	62	53	67	17	1	0	395
55-59	12	20	45	100	54	62	55	40	19	2	409
60-64	10	13	38	59	32	33	39	33	11	7	275
65-69	4	2	11	22	10	7	8	14	2	11	91
70 & over	1	1	4	2	0	2	0	1	1	2	14
Total	75	140	225	459	234	214	195	105	34	22	1,703

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

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
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 years of credited service[1]

	Attained Years of Credited Service[2,3]										
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	1	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
35-39	0	1	0	5	1	0	0	0	0	0	7
	-	-	-	-	-	-	-	-	-	-	-
40-44	0	1	2	5	6	5	1	0	0	0	20
	-	-	-	-	-	-	-	-	-	-	57,074
45-49	0	5	0	6	11	18	12	0	0	0	52
	-	-	-	-	-	-	-	-	-	-	61,213
50-54	0	4	2	6	9	21	14	0	0	0	56
	-	-	-	-	-	59,277	-	-	-	-	60,371
55-59	0	4	1	5	8	16	21	6	4	0	65
	-	-	-	-	-	-	61,650	-	-	-	60,509
60-64	0	0	0	2	4	3	5	3	1	1	19
	-	-	-	-	-	-	-	-	-	-	-
65-69	0	0	0	2	2	0	0	0	0	1	5
	-	-	-	-	-	-	-	-	-	-	-
70 & over	0	0	1	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
Total	0	15	6	32	41	63	53	9	5	2	226
	-	-	-	58,860	62,612	58,554	61,008	-	-	-	60,189

[1] Pay is frozen, but service is accruing
[2] Age and service for purposes of determining category are based on exact (not rounded) values.
[3] This chart remains unchanged from 2024 because the 1/1/2025 data for participants accruing pay-related benefits was included in the line 26a attachments for the 2024 Schedule SB.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2025

Number with frozen benefits and average accrued benefit distributed by attained age and attained years of credited service

	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	1	0	0	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
25-29	1	0	0	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
30-34	2	1	3	1	0	0	0	0	0	0	7
	-	-	-	-	-	-	-	-	-	-	-
35-39	2	12	7	13	6	0	0	0	0	0	40
	-	-	-	-	-	-	-	-	-	-	5,960
40-44	14	33	18	22	15	4	0	0	0	0	106
	-	1,557	-	8,777	-	-	-	-	-	-	5,414
45-49	10	26	43	80	22	23	10	0	0	0	214
	-	1,603	4,602	7,268	12,399	16,354	-	-	-	-	7,829
50-54	11	15	35	103	47	30	35	16	0	0	292
	-	-	4,764	6,798	12,811	16,343	20,023	-	-	-	10,556
55-59	9	16	35	84	41	37	21	29	11	2	285
	-	-	4,598	6,989	11,716	14,547	17,779	24,147	-	-	11,286
60-64	8	12	32	52	23	28	26	23	5	4	213
	-	-	5,023	7,130	12,555	14,002	19,111	20,573	-	-	11,598
65-69	4	2	10	18	7	5	8	14	1	7	76
	-	-	-	-	-	-	-	-	-	-	14,524
70 & over	1	0	3	2	0	1	0	1	1	1	10
	-	-	-	-	-	-	-	-	-	-	-
Total	63	117	186	375	161	128	100	83	18	14	1,245
	698	1,934	4,707	7,227	12,497	15,375	19,615	22,203	-	-	10,082

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2025

Number and average account balance distributed by attained age and attained years of credited service

	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	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
35-39	1	0	1	0	0	0	0	0	0	0	2
	-	-	-	-	-	-	-	-	-	-	-
40-44	0	1	1	1	0	0	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
45-49	1	2	4	1	0	0	0	0	0	0	8
	-	-	-	-	-	-	-	-	-	-	-
50-54	0	1	2	4	0	0	0	0	0	0	7
	-	-	-	-	-	-	-	-	-	-	-
55-59	2	0	7	3	0	2	0	0	0	0	14
	-	-	-	-	-	-	-	-	-	-	-
60-64	1	1	5	4	0	0	1	0	0	0	12
	-	-	-	-	-	-	-	-	-	-	-
65-69	0	0	1	1	0	1	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
70 & over	0	1	0	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
Total	5	6	21	14	0	3	1	0	0	0	50
	-	-	26,411	-	-	-	-	-	-	-	23,545

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Plan Sponsor	Connect Holding II LLC d/b/a Brightspeed
EIN/PN	87-3811759/200

Economic Assumptions

Interest rate basis:

• Applicable month	September
• Yield curve basis	3-Segment Rates
• ARPA applied for funding	Yes
• ARPA applied for benefit restrictions	Yes

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

Lump Sum Conversion Rate

For lump sums other than those determined under the grandfathered provisions of the CenturyLink component plan, the funding purposes, as required by IRC §430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are the segment rates described above. For lump sums determined under the grandfathered provisions of the CenturyLink component plan, the initial rate was 4.6% for 2025 and the long-term rate was set at 170 basis points lower than the assumed lump sum payment rates for other lump sums (5.4%).

SCHEDULE SB ATTACHMENTS

Cash Balance Interest Crediting Rate	For funding purposes, a 5.25% rate is assumed for all future years.
Compensation Increases	For purposes of determining the additional funding target for maximum deductible contribution purposes, compensation is assumed to increase by 3.50% during the plan year.
Taxable Wage Base Increases	Taxable wage bases are expected to increase by 3.00% each year.
CPI	2.5% per annum for those participants eligible for annual cost of living increases.

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. The probability of plan shutdown or job elimination is assumed to be negligible. No management employees will become new participants after December 31, 2010.
Mortality	
■ Heathy and Disabled	For funding purposes, separate rates for non-annuitants and annuitants based on Pri-2012 "Employees" and "Healthy Annuitants" (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
Lump Sum and annuity conversion	"Applicable mortality table" under IRC §417(e) provided by the IRS for lump sum payments during the current plan year. For employees in the Legacy CenturyLink component plan with a grandfathered lump sum formula, the mortality table defined within the plan document.

SCHEDULE SB ATTACHMENTS

Retirement

Legacy CenturyLink and Legacy Qwest Components

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:

Annual Rate of Retirement				
		Union	Non-Union	
Age	Males	Females	Males	Females
50	4.00%	7.00%	5.00%	5.00%
51	4.00	8.00	5.00	5.00
52	4.00	9.00	5.00	5.00
53	5.00	10.00	5.00	7.00
54	5.00	10.00	5.00	9.00
55	6.00	10.00	7.00	10.00
56	7.00	10.00	7.00	10.00
57	7.00	11.00	8.00	11.00
58	8.00	12.00	8.00	11.00
59	9.00	13.00	10.00	12.00
60	9.00	14.00	14.00	12.00
61	10.00	15.00	14.00	15.00
62	15.00	18.00	18.00	16.00
63	20.00	20.00	20.00	18.00
64	20.00	20.00	20.00	20.00
65	30.00	35.00	30.00	30.00
66	30.00	35.00	30.00	30.00
67	30.00	40.00	30.00	30.00
68	30.00	40.00	30.00	30.00
69	30.00	40.00	30.00	30.00
70	100.00	100.00	100.00	100.00

SCHEDULE SB ATTACHMENTS

- Legacy Embarq Component

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), participants are assumed to retire at the later of age 65 and 5 years of service, with early retirement as follows:

Annual Rate of Retirement[1]				
	Union		Non-Union	
Age	Males	Females	Males	Females
50	3.00%	5.00%	5.00%	10.00%
51	4.00	5.00	5.00	10.00
52	4.00	10.00	5.00	10.00
53	4.00	10.00	5.00	10.00
54	5.00	15.00	5.00	10.00
55	5.00	15.00	5.00	10.00
56	5.00	15.00	5.00	10.00
57	5.00	20.00	10.00	12.00
58	5.00	20.00	10.00	12.00
59	6.00	20.00	10.00	12.00
60	9.00	20.00	12.00	15.00
61	15.00	35.00	12.00	20.00
62	25.00	45.00	20.00	25.00
63	30.00	50.00	25.00	25.00
64	40.00	50.00	30.00	25.00
65	45.00	50.00	40.00	40.00
66	50.00	50.00	40.00	40.00
67	50.00	50.00	40.00	40.00
68	50.00	50.00	40.00	40.00
69	50.00	50.00	40.00	40.00
70	100.00	100.00	100.00	100.00

[1] It is assumed that participants who retire are not eligible for the Special Early Retirement Allowance.

SCHEDULE SB ATTACHMENTS

Disability Rates

- Legacy CenturyLink Component

The rates at which active participants become disabled by age and gender are shown below for each former plan supplement:

For CenturyLink Retirement Plan Members: None

For Ohio Bargaining Unit Members		
Age	**Male**	**Female**
20	0.06%	0.09%
25	0.06	0.09
30	0.06	0.09
35	0.06	0.09
40	0.10	0.09
45	0.20	0.14
50	0.37	0.35
55	0.65	0.51
60	1.17	0.60
65	0.00	0.00

For Represented and Non represented Hourly Plan Members		
Age	**Male**	**Female**
20	0.080%	0.100%
25	0.089	0.116
30	0.105	0.155
35	0.137	0.232
40	0.202	0.305
45	0.356	0.463
50	0.662	0.729
55	1.187	1.068
60	1.671	1.253
65	0.000	0.000

For Salaried Plan Members		
Age	**Male**	**Female**
20	0.016%	0.020%
25	0.018	0.023
30	0.021	0.031
35	0.027	0.046
40	0.040	0.061
45	0.071	0.093
50	0.132	0.146
55	0.237	0.214
60	0.334	0.251
65	0.000	0.000

SCHEDULE SB ATTACHMENTS

- Legacy Embarq Component

The rates at which participants become disabled by age and gender are shown below:

Annual Rate of In-Service Disability		
Age	**Male**	**Female**
25	0.03%	0.05%
30	0.03	0.05
35	0.03	0.05
40	0.05	0.08
45	0.10	0.20
50	0.19	0.27
55	0.33	0.31
60	0.59	0.54
64	0.80	0.72

- Legacy Qwest Component

The rates at which participants become disabled by age and gender are shown below:

Percentage becoming disabled during the year		
Age	**Male**	**Female**
20	0.03%	0.11%
25	0.03	0.11
30	0.03	0.11
35	0.03	0.14
40	0.04	0.21
45	0.09	0.36
50	0.27	0.62
55	0.64	0.92
60	2.02	1.25

SCHEDULE SB ATTACHMENTS

Representative Termination Rates not Due to Disability, Retirement or Mortality

5-Year Select Withdrawal Table	
Select Year	**All Participants**
0	20.0%
1	20.0
2	15.0
3	12.0
4	10.0

Ultimate Withdrawal Table		
Age	**Union Male**	**All Other Participants**
25	10.0%	15.0%
30	10.0	12.0
35	6.0	10.0
40	3.0	8.0
45	2.0	7.0
50	3.0	7.0
55	3.0	7.0
60	10.0	8.0
65	10.0	20.0

Other Assumptions

Plan-related Expenses

As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust). For this valuation, plan related expenses are estimated to be $6,651,000. No investment-related expenses are included in this estimate.

Future Increases in Maximum Benefits and Plan Compensation Limitations

Accrued benefits projected to be paid in future years are limited to the maximum presently allowed under IRC §415. Plan compensation is limited to the maximum presently allowed under IRC §401(a)(17). No provision is made for future increases in the maximum annual benefit or compensation limit.

SCHEDULE SB ATTACHMENTS

Form of Payment for Terminating / Retiring Active participants

- Legacy CenturyLink Component

  All CenturyLink component participants are assumed to elect a lump sum 70% of the time, a single life annuity 15% of the time, and a 50% joint and survivor annuity 15% of the time.

- Legacy Embarq Component

  All Embarq component participants are assumed to elect a lump sum 70% of the time, a single life annuity 15% of the time, and a 50% joint and survivor annuity 15% of the time.

- Legacy Qwest Component

  Retirement eligible Qwest union component participants are assumed to elect a lump sum 50% of the time, a single life annuity 25% of the time, and a 50% joint and survivor annuity 25% of the time.

  Retirement eligible Qwest non-union participants are assumed to elect a lump sum 60% of the time, a single life annuity 20% of the time, and a 50% joint and survivor annuity 20% of the time.

  70% of other participants are assumed to elect a lump sum payment at termination, 15% are assumed to elect a single life annuity at age 65, and 15% are assumed to elect a 50% joint and survivor annuity at age 65.

Form of Payment for Terminated Vested participants

35% of participants are assumed to elect a lump sum and 65% are assumed to elect a single life annuity.

Plan Compensation

- Legacy CenturyLink Component

  Plan compensation was frozen for management employees effective 12/31/2010.

  Compensation for occupational employees assumed paid in the current plan year beginning on the valuation date is the current annual rate of pay.

- Legacy Embarq Component

  Plan compensation was frozen for management employees effective 12/31/2010.

SCHEDULE SB ATTACHMENTS

■ Legacy Qwest Component	Plan compensation was frozen for management employees effective 12/31/2009. Certain occupational sales employees have a compensation based benefit formula. The assumed compensation beginning on the valuation date for these occupational employees is based upon the prior year's rate of pay plus bonuses, commissions, differentials, and overtime. The ABF plan earnings for the prior year are provided by Lumen Technologies. This generally includes salary, wages, overtime, commissions and bonuses if included in taxable income plus deferrals for 401(k) and under a cafeteria plan.
Percent married	80% of participants. 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.
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.
Unpredictable Contingent Event Benefits	It is assumed, as of the beginning of the plan year, that the probability of any significant corporate layoff or plant shutdowns was 0%. WTW is unable to assess this information due to lack of information.

Methods	
Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

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.
Actuarial value of assets [for determining minimum required contributions]	Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings of 5.60% for 2024 (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.) The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.
Benefits not valued	None. Note that for the purpose of valuing the Special Early Retirement Benefits in the Legacy Embarq Component, the probability of permanent shutdown or job elimination without offer of other employment is assumed to be zero.

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

The plan sponsor furnished participant data as of 1/1/2025. 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 were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

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

Assumptions Rationale - Significant Economic Assumptions

Discount rate – Funding	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Lump sum conversion rate	As required by IRC 430, lump sum benefits determined using IRC §417(e) rates are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.

SCHEDULE SB ATTACHMENTS

Assumptions Rationale – Significant Demographic Assumptions

Healthy mortality – Funding	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Disabled mortality – Funding	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2019 (using data from 2014 through 2018), with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Retirement	Retirement rates were based on an experience study conducted in 2019 (using data from 2014 through 2018), with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Form of payment	The percentage of retiring participants assumed to take lump sums is based on observed experience over the period 2014-2018. The percentage of retiring participants assumed to take joint and survivor annuities, and the assumed survivor percentages, are based on observed experience over the period 2014-2018.

Source of Prescribed Methods

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

SCHEDULE SB ATTACHMENTS

Changes in Assumptions and Methods

Change in assumptions since prior valuation	The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430. The assumed plan-related expenses added to the target normal cost were changed from $5,339,000 for the prior valuation to $6,651,000 for the current valuation.
Change in methods since prior valuation	None.

Plan Name	**BRIGHTSPEED PENSION PLAN**
Plan Sponsor EIN	**87-3811759**
ERISA Plan #	**200**
Plan Year Ending	**12/31/2025**

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X

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
BRIGHTSPEED PENSION PLAN

B Three-digit plan number (PN) ▶ 200

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Connect Holding II LLC D/B/A BRIGHTSPEED

D Employer Identification Number (EIN)
87-3811759

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**	1,690,872,022
b Actuarial value	**2b**	1,715,231,942

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	14,627	1,444,125,459	1,444,125,459
b For terminated vested participants	2,461	136,530,867	136,530,867
c For active participants	1,703	142,737,328	150,866,808
d Total	18,791	1,723,393,654	1,731,523,134

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**	5.33%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	4,114,054
b Expected plan-related expenses	**6b**	6,651,000
c Target normal cost	**6c**	10,765,054

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 TMM — 9/21/2026

Signature of actuary — Date

Thayer 'Chip' Morris , III — 2607069

Type or print name of actuary — Most recent enrollment number

Willis Towers Watson US LLC — 704-620-6480

Firm name — 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	145,313,771
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	14,105,023
9	Amount remaining (line 7 minus line 8)	0	131,208,748
10	Interest on line 9 using prior year's actual return of 1.49 %	0	1,955,010
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.03 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	133,163,758

Part III Funding Percentages

14	Funding target attainment percentage	14	91.36 %
15	Adjusted funding target attainment percentage	15	91.34 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	97.69 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

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

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

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

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [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**	58

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**	10,765,054
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	149,454,950	14,337,857
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**	25,102,911

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	25,102,911	25,102,911

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0

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

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

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 15
Reconciliation of differences between valuation results and amounts used to calculate AFTAP
as of January 1, 2025

The AFTAP reported on line 15 is the final certified AFTAP for the plan year and does not correspond to the valuation results reported on this SB.

Date of AFTAP certification/ recertification	AFTAP	Description and the amount of each adjustment to the funding target, AVA, carryover balance, prefunding balance
September 29, 2025	91.34%	Reflects $343,614 increase to the funding target to account for UCEB.

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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

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

CenturyLink Union - Males

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.04	1,000	1.000000	0.040000	2.000000
51	0.04	960	0.960000	0.038400	1.958400
52	0.04	922	0.921600	0.036864	1.916928
53	0.05	885	0.884736	0.044237	2.344550
54	0.05	840	0.840499	0.042025	2.269348
55	0.06	798	0.798474	0.047908	2.634965
56	0.07	751	0.750566	0.052540	2.942218
57	0.07	698	0.698026	0.048862	2.785124
58	0.08	649	0.649164	0.051933	3.012123
59	0.09	597	0.597231	0.053751	3.171298
60	0.09	543	0.543480	0.048913	2.934794
61	0.10	495	0.494567	0.049457	3.016860
62	0.15	445	0.445110	0.066767	4.139527
63	0.20	378	0.378344	0.075669	4.767133
64	0.20	303	0.302675	0.060535	3.874241
65	0.30	242	0.242140	0.072642	4.721732
66	0.30	169	0.169498	0.050849	3.356062
67	0.30	119	0.118649	0.035595	2.384838
68	0.30	83	0.083054	0.024916	1.694303
69	0.30	58	0.058138	0.017441	1.203453
70	1.00	41	0.040696	0.040696	2.848754
Average age at retirement					59.976649

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

CenturyLink Union - Females

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.07	1,000	1.000000	0.070000	3.500000
51	0.08	930	0.930000	0.074400	3.794400
52	0.09	856	0.855600	0.077004	4.004208
53	0.10	779	0.778596	0.077860	4.126559
54	0.10	701	0.700736	0.070074	3.783977
55	0.10	631	0.630663	0.063066	3.468645
56	0.10	568	0.567596	0.056760	3.178540
57	0.11	511	0.510837	0.056192	3.202947
58	0.12	455	0.454645	0.054557	3.164328
59	0.13	400	0.400087	0.052011	3.068670
60	0.14	348	0.348076	0.048731	2.923839
61	0.15	299	0.299345	0.044902	2.739010
62	0.18	254	0.254444	0.045800	2.839590
63	0.20	209	0.208644	0.041729	2.628911
64	0.20	167	0.166915	0.033383	2.136512
65	0.35	134	0.133532	0.046736	3.037853
66	0.35	87	0.086796	0.030379	2.004983
67	0.40	56	0.056417	0.022567	1.511983
68	0.40	34	0.033850	0.013540	0.920730
69	0.40	20	0.020310	0.008124	0.560562
70	1.00	12	0.012186	0.012186	0.853029
Average age at retirement					57.449276

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

CenturyLink Nonunion - Males

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.05	1,000	1.000000	0.050000	2.500000
51	0.05	950	0.950000	0.047500	2.422500
52	0.05	903	0.902500	0.045125	2.346500
53	0.05	857	0.857375	0.042869	2.272044
54	0.05	815	0.814506	0.040725	2.199167
55	0.07	774	0.773781	0.054165	2.979057
56	0.07	720	0.719616	0.050373	2.820896
57	0.08	669	0.669243	0.053539	3.051749
58	0.08	616	0.615704	0.049256	2.856865
59	0.10	566	0.566447	0.056645	3.342040
60	0.14	510	0.509803	0.071372	4.282342
61	0.14	438	0.438430	0.061380	3.744195
62	0.18	377	0.377050	0.067869	4.207878
63	0.20	309	0.309181	0.061836	3.895681
64	0.20	247	0.247345	0.049469	3.166014
65	0.30	198	0.197876	0.059363	3.858579
66	0.30	139	0.138513	0.041554	2.742559
67	0.30	97	0.096959	0.029088	1.948879
68	0.30	68	0.067871	0.020361	1.384577
69	0.30	48	0.047510	0.014253	0.983457
70	1.00	33	0.033257	0.033257	2.327990
Average age at retirement					59.332968

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

CenturyLink Nonunion - Females

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.05	1,000	1.000000	0.050000	2.500000
51	0.05	950	0.950000	0.047500	2.422500
52	0.05	903	0.902500	0.045125	2.346500
53	0.07	857	0.857375	0.060016	3.180861
54	0.09	797	0.797359	0.071762	3.875164
55	0.10	726	0.725596	0.072560	3.990781
56	0.10	653	0.653037	0.065304	3.657006
57	0.11	588	0.587733	0.064651	3.685087
58	0.11	523	0.523082	0.057539	3.337266
59	0.12	466	0.465543	0.055865	3.296047
60	0.12	410	0.409678	0.049161	2.949683
61	0.15	361	0.360517	0.054078	3.298729
62	0.16	306	0.306439	0.049030	3.039878
63	0.18	257	0.257409	0.046334	2.919018
64	0.20	211	0.211075	0.042215	2.701765
65	0.30	169	0.168860	0.050658	3.292776
66	0.30	118	0.118202	0.035461	2.340404
67	0.30	83	0.082742	0.024822	1.663105
68	0.30	58	0.057919	0.017376	1.181549
69	0.30	41	0.040543	0.012163	0.839248
70	1.00	28	0.028380	0.028380	1.986625
Average age at retirement					58.503992

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Embarq Union - Males

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.03	1,000	1.000000	0.030000	1.500000
51	0.04	970	0.970000	0.038800	1.978800
52	0.04	931	0.931200	0.037248	1.936896
53	0.04	894	0.893952	0.035758	1.895178
54	0.05	858	0.858194	0.042910	2.317124
55	0.05	815	0.815284	0.040764	2.242032
56	0.05	775	0.774520	0.038726	2.168656
57	0.05	736	0.735794	0.036790	2.097013
58	0.05	699	0.699004	0.034950	2.027113
59	0.06	664	0.664054	0.039843	2.350751
60	0.09	624	0.624211	0.056179	3.370739
61	0.15	568	0.568032	0.085205	5.197492
62	0.25	483	0.482827	0.120707	7.483820
63	0.30	362	0.362120	0.108636	6.844074
64	0.40	253	0.253484	0.101394	6.489196
65	0.45	152	0.152091	0.068441	4.448648
66	0.50	84	0.083650	0.041825	2.760443
67	0.50	42	0.041825	0.020912	1.401134
68	0.50	21	0.020912	0.010456	0.711023
69	0.50	10	0.010456	0.005228	0.360740
70	1.00	5	0.005228	0.005228	0.365968
Average age at retirement					59.946839

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Embarq Union - Females

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.05	1,000	1.000000	0.050000	2.500000
51	0.05	950	0.950000	0.047500	2.422500
52	0.10	903	0.902500	0.090250	4.693000
53	0.10	812	0.812250	0.081225	4.304925
54	0.15	731	0.731025	0.109654	5.921303
55	0.15	621	0.621371	0.093206	5.126313
56	0.15	528	0.528166	0.079225	4.436591
57	0.20	449	0.448941	0.089788	5.117924
58	0.20	359	0.359153	0.071831	4.166170
59	0.20	287	0.287322	0.057464	3.390400
60	0.20	230	0.229858	0.045972	2.758292
61	0.35	184	0.183886	0.064360	3.925969
62	0.45	120	0.119526	0.053787	3.334775
63	0.50	66	0.065739	0.032870	2.070788
64	0.50	33	0.032870	0.016435	1.051829
65	0.50	16	0.016435	0.008217	0.534132
66	0.50	8	0.008217	0.004109	0.271175
67	0.50	4	0.004109	0.002054	0.137642
68	0.50	2	0.002054	0.001027	0.069848
69	0.50	1	0.001027	0.000514	0.035438
70	1.00	1	0.000514	0.000514	0.035951
Average age at retirement					56.304962

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Embarq Nonunion - Males

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.05	1,000	1.000000	0.050000	2.500000
51	0.05	950	0.950000	0.047500	2.422500
52	0.05	903	0.902500	0.045125	2.346500
53	0.05	857	0.857375	0.042869	2.272044
54	0.05	815	0.814506	0.040725	2.199167
55	0.05	774	0.773781	0.038689	2.127898
56	0.05	735	0.735092	0.036755	2.058257
57	0.10	698	0.698337	0.069834	3.980523
58	0.10	629	0.628504	0.062850	3.645321
59	0.10	566	0.565653	0.056565	3.337354
60	0.12	509	0.509088	0.061091	3.665433
61	0.12	448	0.447997	0.053760	3.279341
62	0.20	394	0.394238	0.078848	4.888547
63	0.25	315	0.315390	0.078848	4.967395
64	0.30	237	0.236543	0.070963	4.541618
65	0.40	166	0.165580	0.066232	4.305075
66	0.40	99	0.099348	0.039739	2.622784
67	0.40	60	0.059609	0.023843	1.597514
68	0.40	36	0.035765	0.014306	0.972815
69	0.40	21	0.021459	0.008584	0.592272
70	1.00	13	0.012875	0.012875	0.901284
Average age at retirement					59.223640

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Embarq Nonunion - Females

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.10	1,000	1.000000	0.100000	5.000000
51	0.10	900	0.900000	0.090000	4.590000
52	0.10	810	0.810000	0.081000	4.212000
53	0.10	729	0.729000	0.072900	3.863700
54	0.10	656	0.656100	0.065610	3.542940
55	0.10	590	0.590490	0.059049	3.247695
56	0.10	531	0.531441	0.053144	2.976070
57	0.12	478	0.478297	0.057396	3.271551
58	0.12	421	0.420901	0.050508	2.929473
59	0.12	370	0.370393	0.044447	2.622383
60	0.15	326	0.325946	0.048892	2.933514
61	0.20	277	0.277054	0.055411	3.380059
62	0.25	222	0.221643	0.055411	3.435470
63	0.25	166	0.166232	0.041558	2.618161
64	0.25	125	0.124674	0.031169	1.994789
65	0.40	94	0.093506	0.037402	2.431149
66	0.40	56	0.056103	0.022441	1.481131
67	0.40	34	0.033662	0.013465	0.902143
68	0.40	20	0.020197	0.008079	0.549365
69	0.40	12	0.012118	0.004847	0.334466
70	1.00	7	0.007271	0.007271	0.508970
Average age at retirement					56.825030

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

CenturyLink		**Embarq**	
Union Males	59.97665	Union Males	59.94684
Union Females	57.44928	Union Females	56.30496
NonUnion Males	59.33297	NonUnion Males	59.22364
NonUnion Females	58.50399	NonUnion Females	56.82503

Average age at retirement	58.445420
Rounded for Schedule SB Item 22	58

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Plan Sponsor	Connect Holding II LLC d/b/a Brightspeed
EIN/PN	87-3811759/200

Economic Assumptions

Interest rate basis:

• Applicable month	September
• Yield curve basis	3-Segment Rates
• ARPA applied for funding	Yes
• ARPA applied for benefit restrictions	Yes

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

Lump Sum Conversion Rate

For lump sums other than those determined under the grandfathered provisions of the CenturyLink component plan, the funding purposes, as required by IRC §430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are the segment rates described above. For lump sums determined under the grandfathered provisions of the CenturyLink component plan, the initial rate was 4.6% for 2025 and the long-term rate was set at 170 basis points lower than the assumed lump sum payment rates for other lump sums (5.4%).

SCHEDULE SB ATTACHMENTS

Cash Balance Interest Crediting Rate	For funding purposes, a 5.25% rate is assumed for all future years.
Compensation Increases	For purposes of determining the additional funding target for maximum deductible contribution purposes, compensation is assumed to increase by 3.50% during the plan year.
Taxable Wage Base Increases	Taxable wage bases are expected to increase by 3.00% each year.
CPI	2.5% per annum for those participants eligible for annual cost of living increases.

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. The probability of plan shutdown or job elimination is assumed to be negligible. No management employees will become new participants after December 31, 2010.
Mortality	
■ Heathy and Disabled	For funding purposes, separate rates for non-annuitants and annuitants based on Pri-2012 "Employees" and "Healthy Annuitants" (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
Lump Sum and annuity conversion	"Applicable mortality table" under IRC §417(e) provided by the IRS for lump sum payments during the current plan year. For employees in the Legacy CenturyLink component plan with a grandfathered lump sum formula, the mortality table defined within the plan document.

SCHEDULE SB ATTACHMENTS

Retirement

Legacy CenturyLink and Legacy Qwest Components

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:

Annual Rate of Retirement				
		Union	Non-Union	
Age	Males	Females	Males	Females
50	4.00%	7.00%	5.00%	5.00%
51	4.00	8.00	5.00	5.00
52	4.00	9.00	5.00	5.00
53	5.00	10.00	5.00	7.00
54	5.00	10.00	5.00	9.00
55	6.00	10.00	7.00	10.00
56	7.00	10.00	7.00	10.00
57	7.00	11.00	8.00	11.00
58	8.00	12.00	8.00	11.00
59	9.00	13.00	10.00	12.00
60	9.00	14.00	14.00	12.00
61	10.00	15.00	14.00	15.00
62	15.00	18.00	18.00	16.00
63	20.00	20.00	20.00	18.00
64	20.00	20.00	20.00	20.00
65	30.00	35.00	30.00	30.00
66	30.00	35.00	30.00	30.00
67	30.00	40.00	30.00	30.00
68	30.00	40.00	30.00	30.00
69	30.00	40.00	30.00	30.00
70	100.00	100.00	100.00	100.00

SCHEDULE SB ATTACHMENTS

- Legacy Embarq Component

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), participants are assumed to retire at the later of age 65 and 5 years of service, with early retirement as follows:

Annual Rate of Retirement[1]				
	Union		Non-Union	
Age	Males	Females	Males	Females
50	3.00%	5.00%	5.00%	10.00%
51	4.00	5.00	5.00	10.00
52	4.00	10.00	5.00	10.00
53	4.00	10.00	5.00	10.00
54	5.00	15.00	5.00	10.00
55	5.00	15.00	5.00	10.00
56	5.00	15.00	5.00	10.00
57	5.00	20.00	10.00	12.00
58	5.00	20.00	10.00	12.00
59	6.00	20.00	10.00	12.00
60	9.00	20.00	12.00	15.00
61	15.00	35.00	12.00	20.00
62	25.00	45.00	20.00	25.00
63	30.00	50.00	25.00	25.00
64	40.00	50.00	30.00	25.00
65	45.00	50.00	40.00	40.00
66	50.00	50.00	40.00	40.00
67	50.00	50.00	40.00	40.00
68	50.00	50.00	40.00	40.00
69	50.00	50.00	40.00	40.00
70	100.00	100.00	100.00	100.00

[1] It is assumed that participants who retire are not eligible for the Special Early Retirement Allowance.

SCHEDULE SB ATTACHMENTS

Disability Rates

- Legacy CenturyLink Component

The rates at which active participants become disabled by age and gender are shown below for each former plan supplement:

For CenturyLink Retirement Plan Members: None

For Ohio Bargaining Unit Members		
Age	**Male**	**Female**
20	0.06%	0.09%
25	0.06	0.09
30	0.06	0.09
35	0.06	0.09
40	0.10	0.09
45	0.20	0.14
50	0.37	0.35
55	0.65	0.51
60	1.17	0.60
65	0.00	0.00

For Represented and Non represented Hourly Plan Members		
Age	**Male**	**Female**
20	0.080%	0.100%
25	0.089	0.116
30	0.105	0.155
35	0.137	0.232
40	0.202	0.305
45	0.356	0.463
50	0.662	0.729
55	1.187	1.068
60	1.671	1.253
65	0.000	0.000

For Salaried Plan Members		
Age	**Male**	**Female**
20	0.016%	0.020%
25	0.018	0.023
30	0.021	0.031
35	0.027	0.046
40	0.040	0.061
45	0.071	0.093
50	0.132	0.146
55	0.237	0.214
60	0.334	0.251
65	0.000	0.000

SCHEDULE SB ATTACHMENTS

- Legacy Embarq Component

The rates at which participants become disabled by age and gender are shown below:

Annual Rate of In-Service Disability		
Age	**Male**	**Female**
25	0.03%	0.05%
30	0.03	0.05
35	0.03	0.05
40	0.05	0.08
45	0.10	0.20
50	0.19	0.27
55	0.33	0.31
60	0.59	0.54
64	0.80	0.72

- Legacy Qwest Component

The rates at which participants become disabled by age and gender are shown below:

Percentage becoming disabled during the year		
Age	**Male**	**Female**
20	0.03%	0.11%
25	0.03	0.11
30	0.03	0.11
35	0.03	0.14
40	0.04	0.21
45	0.09	0.36
50	0.27	0.62
55	0.64	0.92
60	2.02	1.25

SCHEDULE SB ATTACHMENTS

Representative Termination Rates not Due to Disability, Retirement or Mortality

5-Year Select Withdrawal Table	
Select Year	**All Participants**
0	20.0%
1	20.0
2	15.0
3	12.0
4	10.0

Ultimate Withdrawal Table		
Age	**Union Male**	**All Other Participants**
25	10.0%	15.0%
30	10.0	12.0
35	6.0	10.0
40	3.0	8.0
45	2.0	7.0
50	3.0	7.0
55	3.0	7.0
60	10.0	8.0
65	10.0	20.0

Other Assumptions

Plan-related Expenses

As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust). For this valuation, plan related expenses are estimated to be $6,651,000. No investment-related expenses are included in this estimate.

Future Increases in Maximum Benefits and Plan Compensation Limitations

Accrued benefits projected to be paid in future years are limited to the maximum presently allowed under IRC §415. Plan compensation is limited to the maximum presently allowed under IRC §401(a)(17). No provision is made for future increases in the maximum annual benefit or compensation limit.

SCHEDULE SB ATTACHMENTS

Form of Payment for Terminating / Retiring Active participants

- Legacy CenturyLink Component

  All CenturyLink component participants are assumed to elect a lump sum 70% of the time, a single life annuity 15% of the time, and a 50% joint and survivor annuity 15% of the time.

- Legacy Embarq Component

  All Embarq component participants are assumed to elect a lump sum 70% of the time, a single life annuity 15% of the time, and a 50% joint and survivor annuity 15% of the time.

- Legacy Qwest Component

  Retirement eligible Qwest union component participants are assumed to elect a lump sum 50% of the time, a single life annuity 25% of the time, and a 50% joint and survivor annuity 25% of the time.

  Retirement eligible Qwest non-union participants are assumed to elect a lump sum 60% of the time, a single life annuity 20% of the time, and a 50% joint and survivor annuity 20% of the time.

  70% of other participants are assumed to elect a lump sum payment at termination, 15% are assumed to elect a single life annuity at age 65, and 15% are assumed to elect a 50% joint and survivor annuity at age 65.

Form of Payment for Terminated Vested participants

35% of participants are assumed to elect a lump sum and 65% are assumed to elect a single life annuity.

Plan Compensation

- Legacy CenturyLink Component

  Plan compensation was frozen for management employees effective 12/31/2010.

  Compensation for occupational employees assumed paid in the current plan year beginning on the valuation date is the current annual rate of pay.

- Legacy Embarq Component

  Plan compensation was frozen for management employees effective 12/31/2010.

SCHEDULE SB ATTACHMENTS

■ Legacy Qwest Component	Plan compensation was frozen for management employees effective 12/31/2009. Certain occupational sales employees have a compensation based benefit formula. The assumed compensation beginning on the valuation date for these occupational employees is based upon the prior year's rate of pay plus bonuses, commissions, differentials, and overtime. The ABF plan earnings for the prior year are provided by Lumen Technologies. This generally includes salary, wages, overtime, commissions and bonuses if included in taxable income plus deferrals for 401(k) and under a cafeteria plan.
Percent married	80% of participants. 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.
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.
Unpredictable Contingent Event Benefits	It is assumed, as of the beginning of the plan year, that the probability of any significant corporate layoff or plant shutdowns was 0%. WTW is unable to assess this information due to lack of information.

Methods	
Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

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.
Actuarial value of assets [for determining minimum required contributions]	Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings of 5.60% for 2024 (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.) The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.
Benefits not valued	None. Note that for the purpose of valuing the Special Early Retirement Benefits in the Legacy Embarq Component, the probability of permanent shutdown or job elimination without offer of other employment is assumed to be zero.

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

The plan sponsor furnished participant data as of 1/1/2025. 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 were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

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

Assumptions Rationale - Significant Economic Assumptions

Discount rate – Funding	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Lump sum conversion rate	As required by IRC 430, lump sum benefits determined using IRC §417(e) rates are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.

SCHEDULE SB ATTACHMENTS

Assumptions Rationale – Significant Demographic Assumptions

Healthy mortality – Funding	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Disabled mortality – Funding	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2019 (using data from 2014 through 2018), with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Retirement	Retirement rates were based on an experience study conducted in 2019 (using data from 2014 through 2018), with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Form of payment	The percentage of retiring participants assumed to take lump sums is based on observed experience over the period 2014-2018. The percentage of retiring participants assumed to take joint and survivor annuities, and the assumed survivor percentages, are based on observed experience over the period 2014-2018.

Source of Prescribed Methods

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

SCHEDULE SB ATTACHMENTS

Changes in Assumptions and Methods

Change in assumptions since prior valuation	The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430. The assumed plan-related expenses added to the target normal cost were changed from $5,339,000 for the prior valuation to $6,651,000 for the current valuation.
Change in methods since prior valuation	None.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Sponsor

Connect Holding II LLC d/b/a Brightspeed

Plan

Brightspeed Pension Plan

Effective Date and Most Recent Amendment

The plan is originally effective January 1, 2022. The most recent amendment reflected was to freeze pay rate increases effective September 30, 2024 for the members of CWA 6310A, 6301A, 6312A, 6310, 6311, 6373. Pay rates were previously frozen (the latest at June 30, 2022) for all other groups under the Brightspeed Pension Plan.

Plan Year

The twelve-month period ending December 31.

PARTICIPANTS OF THE LEGACY CENTURYLINK COMPONENT PLAN

Coverage and Participation

Eligible employee: Employees (other than leased employees or employees covered by a collective bargaining agreement that does not provide for participation in this plan) who are age 21 and have one year of service. Employees of the following Affiliates are not eligible to participate in this plan:

1. Century Marketing Solutions, LLC
2. CenturyTel Interactive Company
3. CenturyTel Security Systems, Inc.
4. CenturyTel Holdings, Inc.
5. CenturyTel Investments of Texas, Inc.

All non-represented employees who were hired after December 31, 2010 will not be eligible to participate in the plan.

SCHEDULE SB ATTACHMENTS

Coverage is frozen to new entrants as of the date listed below for the following locations:

Union	Ratification Date
IBEW 1106	3/27/2019
CWA 7906	9/25/2020
CWA 7818	10/8/2020
IBEW 89	9/17/2020
IBEW 768	9/17/2020
CWA 4671/72/74/75	1/11/2021
CWA 3972/3974	4/15/2021
CWA 6171 Central	9/7/2021
CWA 6171 NW	9/7/2021
IBEW 257	11/22/2021
CWA 4370	4/14/2022

Credited Service

For each Year of Service prior to January 1, 1999, participants receive credit for benefit service equal to hours/2080, up to one full year. For each Year of Service after December 31, 1998, participants receive credit for one year of benefit service.

Credited service for accrual purposes is frozen for all non-represented participants as of December 31, 2010.

Vesting Service

An Employee is credited with a Year of Vesting Service for each Plan Year in which the Employee completes at least 1,000 Hours of Service.

Compensation

The sum of (a) and (b):

a. Non deferred compensation on W-2 except:

- Overtime or premium pay
- Imputed income from expense reimbursement or fringe benefits,
- Prizes, awards, severance payments, and long-term incentive pay.

b. Salary reduction amounts under a CODA or cafeteria plan.

SCHEDULE SB ATTACHMENTS

Final Average Pay

Average of highest 60 consecutive calendar months in last 120 calendar months of compensation.

Final Average Pay is frozen for all non-represented participants as of December 31, 2010. For Michigan IBEW Local 1106, Alabama CWA 3971, 3972, 3974, Arkansas CWA 6171 Central, Arkansas CWA 6171 Northwest, Missouri IBEW 257A, Wisconsin CWA 4671, 4672, 4674, 4675, and Ohio CWA 4370, Final Average Pay is frozen as of June 30, 2022. For CWA 6310A, 6301A, 6312A, 6310, 6311, and 6373, Final Average Pay is frozen as of September 30, 2024.

Normal Retirement Benefit

Eligibility: Age 65

Benefits:

i. For employees covered by a collective bargaining agreement hired prior to the dates specified in the tables below: 1.3% of Final Average Pay multiplied by Benefit Years up to 30 plus 0.65% of Final Average Pay in excess of Social Security Covered Compensation multiplied by Benefit Years up to 30. Benefits were frozen as of 12/31/2023 for CWA 4671.

ii. For employees not covered by a collective bargaining agreement or covered by a collective bargaining agreement and hired after the dates specified in the tables below: 1.3% of Final Average Pay multiplied by Benefit Years as of December 31, 1998 up to 30 plus 0.65% of Final Average Pay in excess of Social Security Covered Compensation multiplied by Benefit Years as of December 31, 1998 up to 30 plus 0.5% of Final Average Pay multiplied by Benefit Years accrued after December 31, 1998 (total Benefit Years limited to 30) plus 0.5% of Final Average pay in excess of Social Security Covered Compensation multiplied by Benefit Years accrued after December 31, 1998 (total Benefit Years limited to 30). Compensation is frozen as of June 30, 2022 for Michigan IBEW Local 1106.

SCHEDULE SB ATTACHMENTS

Hourly Bargaining		Date
001	Wisconsin CWA 4671, 4672, 4674, 4675	2/3/2007
002	MO CWA 6310A, 6301A, 6312A	3/13/2008
003	MO CWA 6310, 6311, 6312, 6373	3/13/2008
004	Alabama CWA 3971, 3972, 3974	3/13/2009
005	Missouri IBEW 257A	1/1/2007
006	Arkansas CWA 6171C	8/16/2007
006	Arkansas CWA 6171NW	6/13/2008

CenturyLink Bargaining		Date
001	Montana IBEW Local 768	5/1/2008
002	Oregon Former NTS (4444) now CWA/7906	5/1/2008
003	Wash/Oreg IBEW Local 89	9/1/2008
004	Washington CWA Local 7818	9/1/2008
005	Michigan IBEW Local 1106	4/1/2007

Ohio Bargaining		Date
001	Ohio CWA 4370 Band 1	4/1/2007
002	Ohio CWA 4370 Band 2	4/1/2007

In addition, certain benefits accrued in CenturyLink's nonqualified pension plans as of December 31, 2004 and December 31, 2006 were added to the CenturyLink Retirement Plan.

All benefits are frozen for non-represented employees effective December 31, 2010. During the 5-year period beginning January 1, 2011 and ending December 31, 2015, such accrued benefits are increased by 4% per annum for each year (and pro-rata for fractional years) during which the participant remains employed by the company.

Early Retirement Benefit

Eligibility: Age 55 and 5 Years of Service.

Benefits: Normal Retirement Benefit based on service and earnings at date of termination (or earlier freeze). If payments begin before Normal Retirement Date, the payments are reduced in accordance with the following table (separate reductions apply to the base benefit and excess benefit):

Age at Benefit Starting Date	Base Benefit Percentage	Excess Benefit Percentage
64	100%	92%
63	100	84
62	100	76
61	95	72
60	90	68
59	84	64
58	78	60
57	72	56
56	66	52
55	60	48

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Disability Benefit

Eligibility: To continue to accrue benefit years, a participant must have 10 or more Years of Service when disability arises and must satisfy the criteria for disability under both the Employer's long term disability insurance and that for Social Security disability benefits.

Benefits: Benefits are based on Social Security Covered Compensation at disability and Benefit Years and Final Average Pay at retirement. Participant may receive reduced payments upon early retirement.

Vested Benefits Upon Termination of Service

Eligibility: A Participant's Vested Percentage will be 100% upon the completion of 5 years of Vesting Service. Participants who were active as of July 1, 2009 are automatically vested due to the change in control incurred on such date.

Benefits: Accrued normal retirement benefit as of date of Termination of employment.

Death Benefits for Participants in Active Service

Eligibility: Eligible for Deferred Vested Pension.

Benefits: In the event of the death of a Participant prior to the date that he begins to receive a monthly pension benefit under the Plan, the Participant's Surviving Spouse, if any, will be entitled to receive a monthly pension benefit equal to 50% of the monthly pension benefit which would have been payable had the Participant retired on the day before his death and elected a Joint and 50% Contingent Survivor Pension. A Joint and 50% Contingent Pension provides a monthly pension benefit payable for the lifetime of the Participant and, upon the Participant's death, if the Participant's Spouse survives the Participant, a monthly pension benefit will continue for the remaining lifetime of the Surviving Spouse equal to 50% of the monthly pension benefit which was payable during the joint lifetime of the Participant and the Participant's Surviving Spouse.

Deferred Retirement

Eligibility: Age greater than 65.

Benefits: Same as Normal Retirement Benefit except years of service are determined at actual retirement (or earlier freeze).

SCHEDULE SB ATTACHMENTS

Cost of Living Adjustment

Benefits payable to participants with no service after December 31, 1987 are increased each January 1 by the U.S. Consumer Price Index during the 12 months ending with the prior September index or 2 percent, if less.

Minimum Benefits

Participants from previously merged plans have minimum benefits as follows:

- Contel – Contel frozen benefit at 9/1/85 plus PTI benefit based on post-9/1/85 service only (PTI 30-year service cap applies to post 9/1/85 service only).
- Peninsula – Benefit provided by employee contributions with interest plus PTI benefit based on post-6/1/85 service only.
- GVNW – Same minimum as Peninsula, except PTI benefit based on post-10/1/85 service.
- North-West – North-West frozen benefit at 12/31/92 plus PTI benefit based on post-12/31/92 service only (PTI 30-year service cap applies to post 12/31/92 service only).
- GTE – Northern Michigan – GTE frozen benefit at 10/31/97 plus PTI benefit based on post 10/31/97 service only (PTI 30-year service cap applies to post 10/31/97 service only).

Normal Form of Benefit

Life annuity for unmarried participants. Actuarially equivalent 50 percent joint and survivor annuity for married participants.

Optional Annuity Forms

Single lump sum, Social Security Level Income Option, 100%, 75% or 50% Joint and Survivor, or a 10- year Certain and Life.

Participants Contributions

No participant contributions are allowed other than contributions transferred from a previous plan as part of a merger.

SCHEDULE SB ATTACHMENTS

Actuarial Equivalent

For conversions other than lump sum, actuarial equivalency is based on 8 percent interest and RP2000 Combined Healthy Mortality projected to 2010 by Projection Scale AA using a blend of 70% male rates and 30% female rates for participants and a blend of 70% female rates and 30% male rates for beneficiaries.

For certain grandfathered lump sums, the largest lump sum under the following basis is provided:

1. 1971 TPF&C Forecast Mortality for males with ages set back two years and the six-month moving average yield of United States Treasury obligations with ten-year maturities.
2. 1971 TPF&C Forecast Mortality for males with ages set back two years and the PBGC Immediate Rate.[1]
3. Mortality table specified by Revenue Notice 2008-85 and the segment rates for the fifth month preceding month of distribution.

[1] Basis (2) applies only to participants who were eligible for a service pension under the prior plan before January 1, 2000.

SCHEDULE SB ATTACHMENTS

Legacy CenturyLink Component – Ohio Bargaining Unit

Coverage and Participation

Eligible Employee: Employees who are Ohio Bargaining Unit Employees become a participant in the Plan on his or her employment Commencement Date.

Credited Service

Elapsed time.

Vesting Service

Elapsed time.

Normal Retirement Benefit

Eligibility: Age 65.

Benefits: A Participant's Normal Retirement Benefit is a monthly pension benefit commencing on his Normal Retirement Date payable in the Normal Benefit Form in an amount equal to the following amounts times Years of Service.

Termination	Band 1	Band 2
On or after		
1/1/93	$24.09	$33.52
8/1/94	$28.59	$35.02
7/1/95	$29.59	$36.02
7/1/96	$30.59	$37.02
3/1/98	$31.59	$38.02
6/1/00	$32.59	$39.02
6/1/01	$33.59	$40.02
4/1/04	$34.59	$41.02
4/1/05	$35.09	$41.52
4/1/07	$35.84	$42.02

Normal Benefit Form: Lifetime Pension - Monthly pension benefit payable for the lifetime of the Participant with payments terminating upon the death of the Participant.

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

Eligibility: Age 55 and 5 Years of Vesting Service.

Benefits: A Participant's Early Retirement Benefit is equal to the Actuarial Equivalent of the Participant's Normal Retirement Benefit based on service at date of termination. For purposes of determining a Participant's Early Retirement Benefit, the following factors will be used as Actuarial Equivalent factors:

Age	Factor
55	50%
56	55
57	60
58	65
59	70
60	75
61	80
62	85
63	90
64	95

If a Participant retires with 30 years of service and after attainment of age 60, there is no reduction to the benefit.

Disability Benefit

Eligibility: An Active Participant will be eligible for a Disability Retirement Benefit under the Plan upon the occurrence of permanent disability coincident with or following the Participant's completion of 5 Years of Vesting Service.

Benefits: An eligible Participant's Disability Retirement Benefit is equal to the monthly retirement benefit commencing on his Disability Retirement Date in an amount equal to the Participant's Accrued Benefit determined as of his Disability Retirement Date, with a minimum monthly benefit of $150. If a Participant satisfies the requirements for a Disability Retirement Benefit and also satisfies the requirements for a Vested Accrued Benefit, the portion of his Disability Retirement Benefit which is the Actuarial Equivalent of his Vested Accrued Benefit will be payable in the Normal Benefit Form (or any optional benefit form) and will be subject to the joint and survivor annuity distribution requirements.

The remaining portion, if any, of the Actuarial Equivalent of the Participant's Disability Retirement Benefit will be payable as a Lifetime Pension with a monthly benefit payable for the Participant's lifetime with payments terminating upon his death.

SCHEDULE SB ATTACHMENTS

Permanent Disability: A Participant will be considered permanently disabled if he becomes eligible for disability benefits under the Social Security Program and, in the opinion of the Plan Administrator.

1. he is prevented from performing the usual duties of his employment or any other employment for which he is reasonably suited as a result of his education, training and experience;

2. such disability is likely to be both continuous and permanent;

3. such disability occurs on or after the Effective Date of the Plan but prior to the Participant's Normal Retirement Date; and

4. such disability is not, in the opinion of the Plan Administrator, the result of injury or disease sustained by the Participant which was diagnosed or discovered subsequent to the date his employment has terminated.

Vested Benefits upon Termination of Service

Eligibility: A Participant's Vested Percentage will be 100% upon the completion of 5 Years of Vesting Service. Prior to the completion of 5 Years of Vesting Service, a Participant's Vested Percentage is zero, unless he was employed by the Company on March 31, 1992 or July 1, 2009, in which case he is 100% vested.

Benefits: Normal retirement benefit based on service at date of termination.

Death Benefits for Participants in Active Service

Eligibility: Eligible for Deferred Vested Pension.

Benefits: In the event of the death of a Participant prior to the date that he begins to receive a monthly pension benefit under the Plan, the Participant's Surviving Spouse, if any, will be entitled to receive a monthly pension benefit equal to 50% of the monthly pension benefit which would have been payable had the Participant retired on the day before his death and elected a Joint and 50% Contingent Survivor Pension. A Joint and 50% Contingent Pension provides a monthly pension benefit payable for the lifetime of the Participant and, upon the Participant's death, if the Participant's Spouse survives the Participant, a monthly pension benefit will continue for the remaining lifetime of the Surviving Spouse equal to 50% of the monthly pension benefit which was payable during the joint lifetime of the Participant and the Participant's Surviving Spouse.

Deferred Retirement

Eligibility: Age greater than 65.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Benefits: Same as Normal Retirement Benefit except years of service are determined at actual retirement.

Normal Form of Benefit

Life Annuity for unmarried participants. Actuarially equivalent Joint and 50% Survivor Annuity for married participants.

Actuarial Equivalent

Actuarial Equivalent means a form of benefit differing in time, period and/or manner of payment from another form of benefit but having the same value when computed based upon the following interest and mortality assumptions:

Interest: 8% per annum, compounded annually.

Mortality: Special rates per 10,000

Age	Factor
20	7
25	8
30	8
35	11
40	16
45	25
50	39
55	62
60	106
65	181

Optional Forms of Payment

A single lump sum, 100%, 75%, and 50% Joint and Survivor Annuity and the 10-year Certain and Life Annuity.

SCHEDULE SB ATTACHMENTS

Legacy CenturyLink Component – Hourly Plan

Coverage and Participation

Eligible employee: Hourly-rated employees (other than leased employees, employees covered by a collective bargaining agreement that does not provide for participation in this plan, or "casual employees" as categorized in the Employer's personnel policies) who have one year of service.

Non-represented hourly-rated employees hired on or after January 1, 2007 will participate under the CenturyLink Retirement Plan and will not be eligible for the Hourly Plan portion.

Employees entering the following bargaining units on or after the respective dates indicated will participate in the CenturyLink Retirement Plan and will not be eligible for the Hourly Plan portion.

Bargaining Unit	Effective Date
CWA 6171 Central	August 16, 2007
CWA 6171 Northwest	June 13, 2008
CWA 7906	May 1, 2008
IBEW 768[1]	May 1, 2008
IBEW 257	January 1, 2007
IBEW 1106	April 1, 2007
CWA 6301, 6310, 6311, 6312, 6373	March 13, 2008
CWA 4370	April 1, 2007
CWA 4671	February 3, 2007
IBEW 89[1]	September 1, 2008
CWA 7818[1]	September 1, 2008

[1] Transfers from IBEW 89, CWA 7818 or IBEW 768 will retain prior pension program if transferred after May 1, 2008.

Vesting

Any participant who terminated after 5 Years of Service is entitled to 100% of his Accrued Benefit.

Year of Vesting Service

Plan year with 1,000 or more hours.

SCHEDULE SB ATTACHMENTS

Year of Credited Service

Plan year in which Employee is credited with at least the number of Hours of Service in the customary work year applicable to such Employee. Partial years of Credited Service are granted on a pro-rata basis for years in which fewer hours are credited. One customary work year is 2,080 hours.

Compensation

The sum of (a) and (b):

a. Non-deferred compensation on W-2 except, overtime, differentials, premiums, or other similar types of payment.

b. Salary reduction amounts under a CODA or cafeteria plan.

Average Annual Compensation

Average of highest 60 consecutive calendar months of employment.

Normal Retirement Benefit

Eligibility: Age 65 and five years of plan participation.

Benefits: 1.35% of Average Annual Compensation multiplied by Credited Service.*

Minimum Benefits: The annual benefit shall not be less than the amount determined in accordance with the following table:

Years of Credited Service		Minimum Pension Amount
At Least	But Less Than	
15	20	$5,200
20	25	6,600
25	30	8,000
30	35	9,400
35	40	10,800
40	N/A	12,200

* For non-represented members, 1.35% of Average Annual Compensation as of the earlier of date of termination or December 31, 2010 multiplied by credited service as of December 31, 2006 plus 0.5% of Average Annual Compensation multiplied by credited service accrued after December 31, 2006 (limited to 30) plus 0.5% of Average Annual Compensation in excess of Social Security Covered Compensation multiplied by credited service accrued after December 31, 2006 (limited to 30). Credited service is frozen as of December 31, 2010 for determining the benefit amount.

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

Eligibility: For benefits accrued under the Hourly Plan formula, age plus Years of Credited Service total at least 76 with a minimum of 15 Years of Credited Service or 30 Years of Credited Service. For benefits accrued under the CenturyLink Retirement Plan formula, age 55 and 5 Years of Service.

Benefits: For benefits accrued under the Hourly Plan formula, Normal Retirement Benefit based on service and earnings at date of termination. If payments begin before Normal Retirement Date, the payments are reduced in accordance with the following table.

Age at Benefit Starting Date	Excess Benefit Percentage*
55 and over	100%
54	97
53	94
52	91
51	88
50	85
49 and younger	82

* Benefits are unreduced after 30 Years of Credited Service

For benefits accrued under the CenturyLink Retirement Plan formula, Normal Retirement Benefit based on service and earnings at date of termination. If payments begin before Normal Retirement Date, the payments are reduced in accordance with the following table (separate reductions apply to the base benefit and the excess benefits):

Age at Benefit Starting Date	Base Benefit Percentage	Excess Benefit Percentage
64	100%	92%
63	100	84
62	100	76
61	95	72
60	90	68
59	84	64
58	78	60
57	72	56
56	66	52
55	60	48

Minimum Benefits: See Table above.

SCHEDULE SB ATTACHMENTS

Disability Benefit

Eligibility: An employee with 15 or more Years of Credited Service shall be entitled to a disability retirement benefit if he becomes disabled and is receiving disability benefits under the Social Security Act.

Benefits: Benefits are the Normal Retirement Benefits, unreduced for early commencement.

Vested Benefits upon Termination of Service

Eligibility: A Participant's Vested Percentage will be 100% upon the completion of 5 Years of Vesting Service. Prior to the completion of 5 Years of Vesting Service, a Participant's Vested Percentage is zero, unless he was employed by the Company on March 31, 1992 or on July 1, 2009, in which case he is 100% vested.

Benefits: Normal retirement benefit based on service at date of termination.

Death Benefits for Participants in Active Service

Eligibility: Eligible for Deferred Vested Pension.

Benefits: 50% of reduced Early Retirement Benefit payable in Qualified Joint and Survivor form. If participant dies after becoming eligible for early retirement, reductions are based on Early Retirement table in 3 above. If participant dies prior to attaining early retirement eligibility, reductions are based on Deferred Vested table. If the participant dies from active service, the early retirement benefit is unreduced. Members of CWA Local 6171 are eligible for a lump sum distribution of this benefit, effective January 1, 2002.

Deferred Retirement

Eligibility: Employees who continue to work after Normal Retirement Age are entitled to a deferred retirement benefit.

Benefits: Same as Normal Retirement benefits except Years of Credited Service and Average Annual Compensation are determined at actual retirement.

Cost of Living Adjustment

Not applicable.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Minimum Benefits

Participants from previously merged plans have minimum benefits as follows: Contel – Contel frozen benefit at the Contel Transfer Date plus CenturyLink, Inc. benefit based on post-transfer service only.

Normal Form of Benefit

Life Annuity for unmarried participants. Actuarially equivalent 50 percent Joint and Survivor Annuity for married participants.

Optional Annuity Forms

For benefits accrued under the Hourly Plan formula, a single lump sum, 100 percent, 75 percent, 66 2/3 percent, 50 percent or 33 1/3 percent Joint and Survivor, or a 5-year or 10-year Certain Life.

Participants Contributions

No participant contributions are allowed other than contributions transferred from a previous plan as part of a merger.

Actuarial Equivalent

For conversions other than lump sum, actuarial equivalency is based on eight percent interest and RP 2000 Combined Healthy Mortality projected to 2010 by Projection scale AA using a blend of 70% male rates and 30% female rates for participants and a blend of 70% female rates and 30% male rates for beneficiaries.

For certain grandfathered lump sums, the largest lump sum under the following basis is provided:

2. 1971 TPF&C Forecast Mortality for males with ages set back two years and the six-month moving average yield of United States Treasury obligations with ten-year maturities.

3. 1971 TPF&C Forecast Mortality for males with ages set back two years and the PBGC Immediate Rate.*

4. Mortality Table specified by Revenue Notice 2008-85 and the segment rates for the fifth month preceding month of distribution.

* Basis (2) applies only to participants who were eligible for a service pension under the prior plans before January 1, 2000.

SCHEDULE SB ATTACHMENTS

Legacy CenturyLink Component – Salaried Plan

Coverage and Participation

Eligible employee: Salaried employees (other than leased employees, employees covered by a collective bargaining agreement that does not provide for participation in this plan, or "casual employees" as categorized in the Employer's personnel policies) who have one year of service.

There are no new Eligible Employees or Participants in the Salaried Plan after December 31, 2006.

Vesting

Any participant who terminated after 5 Years of Service is entitled to 100% of his Accrued Benefit. All participants who were active as of July 1, 2009 are entitled to 100% of their Accrued Benefit.

Year of Vesting Service

Plan year with 1000 or more hours.

Year of Credited Service

Plan year in which Employee is credited with at least the number of Hours of Service in the customary work year applicable to such Employee. Partial years of Credited Service are granted on a pro-rata basis for years in which fewer hours are credited. Credited Service is frozen in the Salaried Plan as of December 31, 2006.

Compensation

The sum of (a) and (b):

a. Non-deferred compensation on W-2 except, overtime, differentials, premiums, or other similar types of payment.

b. Salary reduction amounts under a CODA or cafeteria plan.

Average Annual Compensation

Average of highest 60 consecutive calendar months of employment.

Average Annual Compensation has been frozen as of December 31, 2010.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

Eligibility: Age 65 and five years of plan participation.

Benefits: Greater of (1) and (2) plus (3):

(1) i + ii

i. 1.15% of Average Annual Compensation as of the earlier of date of termination or December 31, 2010 not in excess of the Social Security Integration Level multiplied by Credited Service as of December 31, 2006.

ii. 1.45% of Average Annual Compensation as of the earlier of date of termination or December 31, 2010 in excess of the Social Security Integration Level multiplied by Credited Service as of December 31, 2006.

(2) 1.35% of Average Annual Compensation as of the earlier of date of termination or December 31, 2011 multiplied by Credited Service as of December 31, 2006.

(3) 0.5% of Average Annual Compensation multiplied by Credited Service accrued after December 31, 2006 (limited to 30) plus 0.5% of Average Annual Compensation in excess of Social Security Covered Compensation multiplied by Credited Service accrued after December 31, 2006 (limited to 30).

Early Retirement Benefit

Eligibility: For benefits accrued under the Salaried Plan formula, age plus Years of Credited Service total at least 76 with a minimum of 15 Years of Credited Service. For benefits accrued under the CenturyLink Retirement Plan formula, age 55 and 5 Years of Service.

Benefits: For benefits accrued under the Salaried Plan formula, Normal Retirement Benefit based on service and earnings at date of termination. If payments begin before Normal Retirement Date, the payments are reduced in accordance with the following table:

Age at Benefit Starting Date	Excess Benefit Percentage
55 and over	100%
54	97
53	94
52	91
51	88
50	85
49 and younger	82

SCHEDULE SB ATTACHMENTS

For benefits accrued under the CenturyLink Retirement Plan formula, Normal Retirement Benefit based on service and earnings at date of termination. If payments begin before Normal Retirement Date, the payments are reduced in accordance with the following table (separate reductions apply to the base benefit and the excess benefits):

Age at Benefit Starting Date	Base Benefit Percentage	Excess Benefit Percentage
64	100%	92%
63	100	84
62	100	76
61	95	72
60	90	68
59	84	64
58	78	60
57	72	56
56	66	52
55	60	48

Disability Benefit

Eligibility: An employee with 15 or more Years of Credited Service shall be entitled to a disability retirement benefit if he becomes disabled and is receiving disability benefits under the Social Security Act.

Benefits: Benefits are the Normal Retirement Benefits, unreduced for early commencement.

Death Benefits for Participants in Active Service

Eligibility: Eligible for Deferred Vested Pension.

Benefits: 50% of reduced Early Retirement Benefit payable in Qualified Joint and Survivor form. If participant dies after becoming eligible for early retirement, reductions are based on Early Retirement table in 3 above. If participant dies prior to attaining early retirement eligibility, reductions are based on Deferred Vested table. If the participant dies from active service, the early retirement benefit is unreduced.

Deferred Retirement

Eligibility: Employees who continue to work after Normal Retirement Age are entitled to a deferred retirement benefit.

Benefits: Same as Normal Retirement benefits except Years of Credited Service and Average Annual Compensation are determined at actual retirement.

Plan Name:	Brightspeed Pension Plan
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SCHEDULE SB ATTACHMENTS

Social Security Integration Level

The average annual wages (rounded to the next lower multiple of $100) with respect to which primary benefits would be provided under the Social Security Act for a male worker attaining age 65 in the calendar year of the Employee's retirement or other termination of employment.

Minimum Benefits

Participants from previously merged plans have minimum benefits as follows:

- Contel – Contel frozen benefit at the Contel Transfer Date plus CenturyTel, Inc. benefit based on post-transfer service only.

Normal Form of Benefit

Life Annuity for unmarried participants. Actuarially equivalent 50 percent Joint and Survivor Annuity for married participants.

Optional Annuity Forms

For benefits accrued under the Salaried Plan formula, a single lump sum, 100 percent, 75 percent, 66 2/3 percent (through March 31, 2007 only), 50 percent or 33 1/3 percent (through December 31, 2010 only) Joint and Survivor, or a 5-year Certain Life (through March 31, 2009) or 10 year Certain and Life.

Participants Contributions

No participant contributions are allowed other than contributions transferred from a previous plan as part of a merger.

Actuarial Equivalent

For conversions other than lump sum, actuarial equivalency is based on 8 percent interest and RP2000 Combined Healthy Mortality projected to 2010 by Projection Scale AA using a blend of 70% male rates and 30% female rates for participants and a blend of 70% female rates and 30% male rates for beneficiaries.

SCHEDULE SB ATTACHMENTS

For certain grandfathered lump sums, the largest lump sum under the following basis is provided:

1. 1971 TPF&C Forecast Mortality for males with ages set back two years and the six-month moving average yield of United States Treasury obligations with ten-year maturities.

    a. 1971 TPF&C Forecast Mortality for males with ages set back two years and the PBGC Immediate Rate.*

2. Mortality table specified by Revenue Notice 2008-85 and the segment rates for the fifth month preceding month of distribution.

* Basis (2) applies only to participants who were eligible for a service pension under the prior plan before January 1, 2000.

SCHEDULE SB ATTACHMENTS

PARTICIPANTS OF THE LEGACY EMBARQ COMPONENT PLAN

Coverage and Participation

All regular employees of participating companies are covered by the Plan upon meeting the membership eligibility requirements below.**Error! Reference source not found.**

Membership continues in this Plan if an employee was a member of the Sprint Retirement Pension Plan on May 17, 2006. The effective date of the Plan is May 18, 2006. Former members of the United System Employee Retirement Plan and US Sprint Communications Company Pension Plan became participants on December 31, 1989. Former Centel employees became participants on December 31, 1993. Otherwise, effective May 18, 2006, an employee becomes a member on the first day of the calendar month coincident with or next following the date he completes one year of continuous service. Part-time employees must work 1,000 hours and 12 consecutive months to become members.

The Plan has been frozen to non-represented employees hired after December 31, 2010.

“Former Centel Union Employees” become participants in the plan on the date on which they become employees.

Definitions

Continuous Service *means all service rendered as an employee prior to the later of his normal retirement date or date of termination of employment. Continuous service is measured in nearest full years for non-union employees, and measured in hours of service for union employees.*

Credited Service *means all service rendered as an employee prior to the later of his normal retirement date or date of termination of employment. Credited service is measured in years and months for non-union employees and measured in hours of service for union employees.*

Compensation *means regular remuneration plus commissions and, effective December 31, 1993, incentive pay payable under defined incentive pay programs including any pre-tax elective deferrals under the savings plans.*

Average pre-1990 Compensation *means the average annual compensation of an employee during the last sixty consecutive months before January 1, 1990, with compensation defined as of that date.*

Average pre-1994 Compensation *means the average annual compensation of an employee during the last sixty consecutive months before January 1, 1994.*

Plan Name:	Brightspeed Pension Plan
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Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Average Final Compensation *means the average annual compensation of an employee, during the 60 consecutive months out of the last 120 months in which he was actually working, but no later than December 31, 1999, affording the highest such average.*

Commencement Date *means the date at which a provision of the Plan becomes effective with respect to a specific group of employees.*

New Covered Compensation *means the average of the taxable wage bases in effect under Title II of the Federal Social Security Act for each year during the 35-year period ending with the year the employee attains Social Security Retirement Age (or the year before Social Security Retirement Age if before 1995), assuming no increase in the taxable wage base after the calendar year of his termination of employment or retirement date.*

Covered Compensation *means the average of the taxable wage bases in effect under Title II of the Federal Social Security Act prior to the 1977 amendments for each year with respect to which benefits would be calculated for a male employee attaining age 65 assuming no increase in the taxable wage base after the calendar year of his termination of employment or retirement date.*

Social Security Integration Level *means, based on the calendar year of retirement or termination, the average of the taxable wage bases under Title II of the Federal Social Security Act for an employee attaining Social Security Retirement Age in that calendar year.*

United Transferred Employee *means an employee who transferred from United Telecom to US Sprint Communications Company after June 30, 1986 and prior to January 1, 1990.*

GTE Transferred Employee *means an employee who transferred from GTE Corporation to US Sprint Communications Company after June 30, 1986 and prior to January 1, 1990.*

Former Centel Non-Union Employee *means an employee who was a member of the Centel Retirement Pension Plan prior to January 1, 1994 who was not covered by a collective bargaining agreement.*

Former Centel Union Employee *means an employee who was a member of a collective bargaining unit as described in the Centel Union Plan.*

Centel Career Average Compensation *means average monthly compensation for the period beginning January 1, 1985 and ending on December 31, 1993.*

SCHEDULE SB ATTACHMENTS

Centel Average Final Compensation *means average monthly compensation during the 60 consecutive months in which the employee received the greatest amount of Compensation during the 180-month period ending December 31, 1989.*

Normal Retirement Benefit

Normal Retirement Date: The later of (a) the first of the month coinciding with or following the member attaining age 65, (b) his completion of five years of continuous service or, if earlier, the fifth anniversary of the time he became a member, provided he is employed by the company at that time.

Benefit Formula: Union benefits are applicable under certain collectively bargained agreements to members represented by such agreements; otherwise, non-union benefits are applicable. The Plan specifies procedures to follow in determining the applicable benefit for members who transfer from one status to another.

Amount of Non-Union Benefit: A member's annual normal retirement allowance is equal to the greater of (a) or (b) as follows:

(a) (i) the sum of 1.5% times compensation for each year of credited service after December 31, 1989, plus

(ii) the product of

(1) 1.5% of the member's average pre-1990 compensation, and

(2) credited service through December 31, 1989.

(b) (i) the sum of 1.5% times compensation for each year of credited service after December 31, 1993, plus

(ii) the product of

(1) 1.5% of the member's average pre-1994 compensation, and

(2) credited service through December 31, 1993.

The accrued Non-Union Benefit is frozen as of December 31, 2010.

SCHEDULE SB ATTACHMENTS

Amount of Union Benefit: A member's annual normal retirement allowance is equal to the applicable monthly benefit unit per year of service for a member age 65 multiplied by his credited service multiplied by 12. The monthly benefit unit, specified in the collective bargaining agreement, varies by wage schedule.

Normal Form of Benefit

If the member is not married on his date of retirement, the benefit is payable for life, with no benefit payable upon his death.

If the member is married on his date of retirement, the normal form of benefit is an actuarially reduced benefit payable for his life, with the provision that after his death an allowance at one-half the rate of his reduced allowance will be continued during the life of and paid to his spouse if she survives him. The reduced allowance is determined in such a way that the total benefit is of equivalent value to the annuity described above for an unmarried member.

If the value of the equivalent actuarial benefit is less than $1,000, the plan will make a single lump sum payment.

Early Retirement Benefit

Eligibility: Any member who has reached age 55 may retire on an early retirement allowance provided he has completed ten years of continuous service.

Benefit: Amount of Non-Union Benefit – A member's annual early retirement allowance is equal to the greater of (a) or (b) as follows:

(a) (i) the sum of 1.5% times compensation for each year of credited service after December 31, 1989, plus

(ii) the product of

(1) 1.5% of the member's average pre-1990 compensation, and

(2) credited service through December 31, 1989.

(b) (i) the sum of 1.5% times compensation for each year of credited service after December 31, 1993, plus

(ii) the product of

(1) 1.5% of the member's average pre-1994 compensation, and

(2) credited service through December 31, 1993.

The accrued Non-Union Benefit is frozen as of December 31, 2010.

Such benefit is reduced by 5/12 of 1% for each month by which his retirement date precedes his normal retirement date. For calendar years from 1986 to 2000, a table of enhanced early retirement reduction factors applies to employees retiring at or after age 60.

Amount of Union Benefit: A member's annual early retirement allowance is equal to the applicable monthly benefit per year of service, based on his age at retirement, multiplied by his credited service multiplied by 12. The applicable monthly benefit unit per year of service includes a reduction for early commencement.

SCHEDULE SB ATTACHMENTS

Special Early Retirement Benefit

Eligibility: Any member whose age last birthday and credited service total 75 may retire on a special early retirement allowance provided:

i. his continuous service is broken by reason of a permanent shutdown of a plant, site, installation or department thereof, or

ii. he is unfit mentally or physically to perform his duties in a satisfactory manner, or

iii. his job no longer exists due to any cause and he is not offered other employment by the Company.

Benefit: Amount of Non-Union Benefit – The annual special early retirement allowance is equal to the early retirement non-union allowance prior to reduction for early payment reduced by 5/24 of 1% for each month by which the retirement date precedes the normal retirement date. The minimum special early retirement allowance is equal to the minimum early retirement allowance.

Amount of Union Benefit: The annual special early retirement allowance is equal to the applicable monthly benefit unit per year of service for a member age 65 on the date of retirement multiplied by his credited service multiplied by 12, reduced by 5/24 of 1% for each month by which the retirement date precedes his normal retirement date.

Disability Retirement Benefit

Eligibility: A member who has completed ten years of continuous service, who qualifies for a Social Security disability benefit and who is found to be totally and permanently disabled may be retired on a disability retirement allowance.

Benefit: Amount of Non-Union Benefit – The annual disability retirement allowance payable upon retirement at the disability retirement date is equal to the annual early retirement non-union allowance prior to reduction for early payment.

Amount of Union Benefit: The annual disability retirement allowance payable upon retirement at the disability retirement date is equal to the annual normal retirement union allowance determined as if the member were age 65 on his termination of employment.

SCHEDULE SB ATTACHMENTS

Vested Benefits Upon Termination of Service

Vesting: Five years of continuous service.

Termination of Benefit: Amount of Non-Union Benefit – A member's deferred vested retirement allowance equals the greater of (a) or (b) as follows:

(a) (i) the sum of 1.5% times compensation for each year of credited service after December 31, 1989, plus

(ii) the product of

(1) 1.5% of the member's average pre-1990 compensation as of December 31, 1989, and

(2) credited service through December 31, 1989.

(b) (i) the sum of 1.5% times compensation for each year of credited service after December 31, 1993, plus

(ii) the product of

(1) 1.5% of the member's average pre-1994 compensation, and

(2) credited service through December 31, 1993.

The accrued Non-Union Benefit is frozen as of December 31, 2010.

A member who terminates before his 55th birthday with ten years of continuous service may elect to receive a deferred vested retirement allowance upon attaining age 55 of equivalent actuarial value to the benefit described above.

Amount of Union Benefit: The annual deferred vested retirement allowance commencing at age 65 is equal to the applicable monthly benefit unit per year of service for a member age 65 on the date of retirement multiplied by 12. A member who terminates before his 55th birthday with ten years of continuous service may elect to receive a deferred vested retirement allowance upon attaining age 55 of equivalent actuarial value to the benefit described above.

SCHEDULE SB ATTACHMENTS

Death Benefits

Eligibility: The surviving spouse of a member who dies after January 1, 1985 will be entitled to a benefit under the following conditions:

a. The member and his spouse had been married for at least a year at the date of death; and

b. The member was an active employee and had at least five years of continuous service at his date of death, or the member was a terminated vested member.

Benefit: Amount of Non-Union Benefit – In the event of an active member's death before retirement, the spouse's allowance is equal to the benefit which the spouse would have been paid had the member retired on an early retirement non-union allowance with the 50% joint and survivor form of benefit on the first day of the month preceding his date of death. If the active member had not yet attained age 55, the reductions for early commencement and joint and survivor form of payment shall be those which would have applied at age 55.

In the event of a terminated vested employee's death before commencement of benefits, the spouse's allowance, payable at the date the employee would have been age 55 or the date of death if later, is equal to 50% of the 50% joint and survivor deferred vested benefit with actuarial reduction for early commencement and the joint and survivor form of payment based on the date payments commence.

Amount of Union Benefit: In the event of the active member's death before commencement of benefits, the spouse's allowance is equal to the benefit which would have been payable had the member retired on an early retirement union allowance with the 50% joint and survivor form of benefit on the first day of the month preceding his date of death. If the active member had not yet attained age 55, the monthly benefit unit per year of service and the joint and survivor factor shall be those which would have applied at age 55.

In the event of a terminated vested employee’s death, before commencement of benefits, the spouse's allowance, payable at the date the employee would have been age 55 or the date of death if later, is equal to 50% of the 50% joint and survivor deferred vested benefit with actuarial reduction for early commencement and the joint and survivor form of payment based on the date payments commence.

Minimum Benefits From Predecessor Plans (United, US Sprint, GTE, and Centel) for Certain Active Members

United Plan Member or United Transferred Employee on December 31, 1989: The minimum benefit for a non-union member equals:

(i) 1.2% of his average final compensation multiplied by his credited service prior to January 1, 2000, plus

(ii) 35% of his average final compensation in excess of new covered compensation, multiplied by credited service prior to January 1, 2000, or if a member prior to January 1, 1987, and if greater, .25% of his average final compensation in excess of covered compensation multiplied by the lesser of the number of years of credited service he would have had at normal retirement (if he terminated prior to normal retirement) or 15, further multiplied by the ratio of his credited service prior to January 1, 2000 to the number of years of credited service he would have had at normal retirement.

Reductions for early commencement and forms of benefits other than life only are the same as indicated above. An additional minimum applies if a member is age 60 or over, and eligible for early or special early retirement. This minimum benefit is equal to 1% of the member's average final compensation multiplied by his credited service prior to January 1, 2000.

This benefit calculation is frozen as of December 31, 1999.

US Sprint Communications Company Pension Plan Member on December 31, 1989

The minimum benefit equals the accrued benefit under the US Sprint Plan as of December 31, 1989. Reductions for early commencement and forms of benefit other than life are based on the factors in the US Sprint Plan and the age at benefit commencement.

GTE Transferred Employee on December 31, 1989

The GTE minimum benefit equals the greater of (i) or (ii) as follows:

(i) 1.35% times average final compensation prior to July 1, 1996 times credited service prior to July 1, 1996, or

(ii) credited service prior to July 1, 1996 multiplied by the sum of (1) and (2):

(1) 1.15% times average final compensation prior to July 1, 1996 and below the Social Security Integration Level plus,

(2) 1.45% times such average final compensation above the Social Security Integration Level.

SCHEDULE SB ATTACHMENTS

Reductions for early commencement are based on the following schedule if the member's age and service equal at least 76 (provided the member has at least 15 years of credited service):

Age	Reduction
49 or younger	18%
50 – 54	1/4% per month from age 55
55 or older	0%

Reductions for alternate forms of benefits are based on the factors in the US Sprint Communications Company Pension Plan.

Former Centel Non-Union Employee

The Centel minimum benefit equals the sum of (i) and (ii) as follows:

(i) 1.7% times Centel Career Average Compensation times credited service on or after January 1, 1985 and prior to January 1, 1994.

(ii) the sum of (1) and (2) as follows:

(1) 1.125% times the portion of Centel Average Final Compensation that is not in excess of $750, all multiplied by credited service as of December 31, 1984.

(2) 1.5% times the portion of Centel Average Final Compensation that exceeds $750, all multiplied by credited service as of December 31, 1984.

Certain employees will be eligible for additional minimum benefits due to service as an IBEW Business Manager, service with the Centel Telephone Company of Ohio, or participation in prior Centel plans.

For employees retiring at age 55 or later, these benefits are unreduced for commencement at ages 60 and later and reduced by 0.3% for each month by which benefit commencement precedes age 60.

Former Centel Union Employee

The Centel minimum benefit equals credited service times the dollar amount for the applicable pension band under the Centel Union Plan.

Certain employees will be eligible for additional minimum benefits due to service as an IBEW Business Manager or participation in prior Centel plans.

SCHEDULE SB ATTACHMENTS

Benefits commencing before age 65 will be reduced by 5/12% for each month by which benefit commencement precedes age 65. However, for employees with 30 or more years of service, benefits are unreduced for commencement at ages 60 and later.

Effective January 1, 2000, certain Centel unions have frozen the benefits, which are payable unreduced upon retirement for employees with 30 or more years of service and age 60 and older. Shown below are the affected unions and the date as of which the benefit level for unreduced retirement is frozen.

Union	Freeze Date
CWA 2277	May 16, 1999
CWA 3672	May 26, 1999
IBEW 1181	March 16, 1997
IBEW 1537	February 11, 2000
CWA 6174	September 30, 1998
CWA 1496 (Commercial)	March 28, 2003
CWA 1496 (Plant)	March 1, 1997 (new employees)

Maximum Benefits

The maximum pension is subject to the conditions of IRC Section 415, payable as a qualified joint and survivor benefit in the case of retirement at the social security retirement age. It is actuarially increased if retirement occurs later and actuarially reduced if retirement occurs earlier. Additional limitations apply if the member has less than ten years of participation and if contributions were made under any defined contribution plan in which the member participates.

Optional Forms

A single lump sum, 100%, 75%, and 50% Joint and Survivor Annuity and the 10 year Certain and Life Annuity. Other grandfathered forms are available to some participants.

SCHEDULE SB ATTACHMENTS

Appendix Amendments

The benefits of several predecessor plans are provided under appendix amendments. These benefits are restricted to members who were covered under the predecessor plans.

Assets and liabilities associated with the former Wintel Group, Quincy Telephone Company, United Business Communications, Inc., Unitel, Calma Company, Information Systems of America, Uniwatch, Inc., United Computing International, Inc., United Communications Systems, Inc. and United Transmission, Inc. are included with those for United Telecommunications, Inc. In each case, liabilities are limited to the frozen Plan benefits accrued at the time each company ceased to participate in the Plan. Such frozen benefits have been estimated in certain cases.

The valuation reflects minimum benefits for employees of Carolina Telegraph and Telephone Company as of July 1, 1975 as guaranteed under Appendix P and for employees of Florida Telephone Corporation as of March 1, 1974 as guaranteed under Appendix W and minimum benefits for employees who have Winter Park or On-Line account balances under Appendix Z or BB. The accrued Non-Union Benefits under all Appendices are frozen as of December 31, 2010.

Plan Participant's Contributions

None. All contributions required to support the Plan are made by the Company.

SCHEDULE SB ATTACHMENTS

Legacy Embarq Component – Madison River Plan

Coverage and Participation

Each Employee becomes a Participant on the Plan Entry Date on or next following the later of attainment of age 21 years and completion of a Qualifying Year of Service. On or after the Benefit Accrual Freeze date only those employees covered under a collective bargaining agreement may meet the eligibility requirements for participants. Participation in the plan is frozen as of February 28, 2003.

Benefit Accrual Freeze

Benefit accruals were frozen effective February 28, 2003 for all participants except those covered by a Collective Bargaining agreement. Benefit accruals for the participants covered by Collective Bargaining agreements were frozen December 31, 2005 for the Pekin and Galesburg locations and January 31, 2006 for the Dixon location. No service or compensation after the freeze date is included in the calculation of a participant's benefit.

Benefit Service

Madison River Communications Corp.

Prior to January 1, 1976, benefit service includes all of an Employee's full calendar years of continuous employment on January 1, 1976. On and after January 1, 1976, one Year of Benefit Service is earned upon the completion of one thousand (1,000) or more Hours of Service. For those Employees of the Gallatin River division, Service for both the Collective Bargaining and Non-Bargaining units prior of November 1, 1998 will not be included for benefit accrual purposes, but will be included for eligibility and vesting.

Coastal Utilities, Inc.

All Plan Years with 1,000 or more Hours of Service.

Vesting Service

Article I. All participants shall be vested under the 5-year cliff vesting rules.

Article II. All participants shall be 100% vested upon attainment of their Normal Retirement Date.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Article III. All participants shall be 100% vested upon attainment of their Disability Retirement Date.

Career Average Compensation/Salary

Madison River Communications Corp.

Definition: Compensation is the total compensation received by the Participant for the prior calendar year, including any amount deferred under a qualified 401(k), 403(b), 125 plan, or any other qualified cash or deferred arrangement. Excluded are moving expenses, automobile allowances, taxable values of employer paid group term life insurance, and any other special forms of payment.

Averaging: The Career Average Compensation is the average of Participant's Compensation earned for each Year of Credited Service. For Service prior to January 1, 1998, the total Compensation for Plan Year Ending December 31, 1997 will be used. For service after January 1, 1998, the Compensation earned for each Plan Year will be used.

Coastal Utilities, Inc.

Definition: Compensation is the total compensation received by the Participant for the prior calendar year, including bonuses, overtime, commissions, and compensation for services on the basis of a percentage of profits, tips, and any amount deferred under a qualified 401(k), 403(b), 125 plan. Excluded are amounts for other fringe benefits, moving expenses, automobile allowances, taxable values of employer paid group term life insurance, and any other special forms of payment.

Averaging: Career average salary.

Normal Retirement Eligibility

Madison River Communications Corp.

The Normal Retirement Date for each Participant is the first of the month coincident with or next following the earlier of the attainment of age 65, but not earlier than the 5 year anniversary of Plan participation.

Coastal Utilities, Inc.

The Normal Retirement Date for each Participant is the first of the month coincident with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

Madison River Communications Corp.

The amount of Normal Retirement Benefit payable according to the Normal Annuity Form chosen is calculated as follows:

1.25% of Career Average Compensation multiplied by Years of Benefit Service (max 35 years).

For Gallatin River Employees involved in Collective Bargaining Agreement, the benefit is the Employees applicable Band classification multiplied by their Years of Benefit Service after January 1, 1999.

Effective January 1, 2001 and after:

Location-Dixon
Band 1 $31.14
Band 2 $48.23

Location-Pekin
Band 1 $34.55
Band 2 $50.16

Location-Galesburg
Band 1 $36.47
Band 2 $48.08

For Bargaining Unit Employees who move from a lower Band classification to a higher Band classification, the Employee must be in the higher classification for three (3) years before all of his/her Benefit Service can be counted at the higher level.

For Bargaining Unit Employees who move from a higher Band classification to a lower classification, the benefit will be the greater of (1) the benefit calculated by using all of the Benefit Service, multiplied by the pension band amount as of the Accrual Date or (2) the cumulative total of each separate period of Benefit Service spent in each different band, multiplied by the applicable band amounts. The dollar amount of the higher pension Band will remain frozen unless the Employee is again assigned to a higher pension Band.

SCHEDULE SB ATTACHMENTS

Minimum Benefit

For Mebtel Communication Employees who were Participants in the Mebtel Communications Employees' Pension Plan as of December 31, 1997, each Participant is entitled to a minimum benefit under the prior Plan using Average Compensation from 1993 to 1997.

Late Retirement

Eligibility is the first of the month on or next following the actual date the Participant terminates employment after Normal Retirement Date. The Benefit is based on service and final average compensation as of the actual retirement date or actuarial equivalent of Normal Retirement Benefit, if greater.

Coastal Utilities, Inc.

The amount of annual retirement benefit according to the Normal Form is calculated as follows:

1.35% of Final Average Compensation (FAC) multiplied by Years of Benefit Service as of December 31, 2000, plus 0.5 0% of such FAC in excess of the 2000 Covered Compensation multiplied by Years of Benefit Service (maximum 35) as of December 31, 2000, plus

1.25% of Career Average Compensation (CAC) multiplied by Years of Benefit Service as of December 31, 2000.

Final Average Compensation is high 5 consecutive calendar year average from date of employment to December 31, 2000. Career Average Compensation is average of all calendar years of compensation after December 31, 2000.

Covered compensation is the average of Social Security Taxable Wage Base for the 35-year period ending at the Participant's Social Security retirement age.

Accrued Benefits

The Monthly Accrued Benefit, with respect to the formula above, as of any date, is calculated using actual Benefit Service and Compensation as of the date of determination (not later than the freeze date).

Early Retirement Eligibility

Eligibility is contingent upon the attainment of age 55 and the completion of 10 Years of vesting service.

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

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

Madison River Communications Corp.

The reduction is one-one hundred eightieth (1/180) for each of the first sixth (60) months and one-three hundred sixtieth (1/360) for each of the next sixty (60) months by which the benefit commences prior to Normal Retirement Date.

Coastal Utilities. Inc.

The amount of the monthly early retirement benefit is the Participant's Accrued Benefit reduced to reflect the early commencement of payments. The reduction is one-one hundred eightieth (1/180) for each of the first sixty (60) months and one-three hundred sixtieth (1/360) for each of the next sixty (60) months by which the benefit commences prior to Normal Retirement Date.

Disability Retirement Eligibility

Madison River Communications Corp.

A Participant may retire on the first day of any month prior to Normal Retirement Date if he or she qualifies for any Employer sponsored disability benefits under an existing LTD Plan.

The Disability Benefit is determined as of the Disability Retirement Date. If the Participant is receiving a long-term disability benefit, Plan benefits will be deferred until the earlier of the Normal Retirement Date or when the long-term disability benefits terminate.

Coastal Utilities. Inc.

A Participant may retire on the first day of any month prior to Normal Retirement Date if he or she becomes unable to complete the job requirements due to physical or mental impairment and qualifies for total disability under the Federal Social Security Act. The condition must continue for six consecutive months.

SCHEDULE SB ATTACHMENTS

Disability Retirement Benefit

Madison River Communications Corp.

Accrued Benefit as of the Disability Retirement Date.

Vested Benefits upon Termination of Service

The vested benefit shall be the vested portion of the Accrued Benefit as of the date of determination.

Death Benefit

Madison River Communications Corp.

If an active or terminated Participant is vested at the date of death, the Surviving Spouse will receive, at what would have been the Participant's Earliest Retirement age, a benefit computed assuming the Participant had terminated on the date of death and had elected a 50% Joint and Survivor Option at the Earliest Retirement Age.

If a Participant has completed the requirements for Early or Normal Retirement and dies prior to actual retirement, the Surviving Spouse will receive a benefit computed assuming the Participant had retired on the first of the month on or next following the date of death and had elected a Joint and Survivor option with one-half of the initial amount continued to the Spouse as Contingent Annuitant.

Coastal Utilities. Inc.

If an active or terminated Participant is vested at the date of death, the Surviving Spouse will receive, at what would have been the Participant's Earliest Retirement Date, a benefit computed assuming the Participant had terminated on the date of death and had elected a 50% Joint and Survivor Option at the Earliest Retirement Age.

If a Participant has completed the requirements for Early or Normal Retirement and dies prior to actual retirement,, the Surviving Spouse will receive a benefit computed assuming the Participant had retired on the first of the month on or next following the date of death and had elected a Joint and Survivor option with one-half of the initial amount continued to the Spouse as Contingent Annuitant.

Prior to a Participant's Retirement Date, beneficiaries may receive a lump sum equal to 100 times the December 31, 2000 Accrued Benefit.

SCHEDULE SB ATTACHMENTS

Optional Forms of Retirement Income in Lieu of Normal Form

Madison River Communications Corp.

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

- A monthly benefit is paid to the Participant for life, with no further benefits after death.
- A reduced benefit is paid to the participant while the participant and the designed contingent annuitant are both living, with such benefit (50%, 75% or 100% of such benefit thereof) continued after death for the subsequent lifetime of the Surviving Spouse.
- A reduced benefit is paid to the Participant for life, with 120, 180 or 240 monthly payments guaranteed. If the Participant dies within the guarantee period, the payments continue to a beneficiary until 120, 180 or 240 have been paid.
- A lump sum payment of the Actuarial Equivalence of the Participant's retirement benefit.

The Normal Form of payment is Life Annuity. For Mebtel Employees, the Normal Form of payment is a Ten (10) Year Certain and Life Annuity. Unless the participant has elected an option above, it is automatically assumed that a married participant has elected a Joint and Last Survivor option with one-half of the initial amount continued to the spouse upon the participant's death.

Coastal Utilities. Inc.

Under the Normal Form of payment, a Participant's retirement annuity is payable monthly for life, without further payments after death. A Participant may elect to receive the annuity under one of the following actuarially equivalent optional modes:

- A monthly benefit is paid to the Participant for life, with no further benefits after death.

- A reduced benefit is paid to the participant while the participant and the designed contingent annuitant are both living, with such benefit (50%, 75% or 100% of such benefit thereof) continued after death of either party, payable for the subsequent lifetime of the survivor.

- A reduced benefit is paid to the Participant for life, with 120, 180 or 240 monthly payments guaranteed. If the Participant dies within the guarantee period, the payments continue to a beneficiary until 120, 180 or 240 have been paid.

- A lump sum payment of the Actuarial Equivalence of the Participant's Normal Retirement Benefit.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

The Normal Form of payment is Life Annuity. Unless the participant has elected an option above, it is automatically assumed that a married participant has elected a Joint and Last Survivor option with one-half of the initial amount continued to the surviving spouse as contingent annuitant.

Plan Participants' Contributions

Not applicable.

SCHEDULE SB ATTACHMENTS

PARTICIPANTS OF THE QWEST COMPONENT PLAN – FOR MANAGEMENT EMPLOYEES

Coverage and participation

Management employees at participating companies with at least one year of service prior to 12/31/2009.

Normal retirement benefit for protected participants

1. Eligibility: Five years of service and Protected. Employees are protected if they had 20 years of eligible service on or before 12/31/2000 or were service pension eligible by 12/31/2003. Service pension eligible is age 65 and 10 years of service or age 60 and 15 years of service or age 55 and 20 years of service or age 50 and 25 years of service or any age and 30 years of service.

2. Benefit Amount: Employees with age plus service at 1/1/1997 of 55 or more are considered Grandfathered and will receive the greater of benefits calculated under formulas A and B below. All other employees will receive the greater of the benefit accrued under Formula A as of 12/31/1996 and the benefit calculated under Formula B.

    a. Note: Formula A produces an annual single life annuity value and Formula B produces a lump sum value. For comparison, one of the values will have to be converted to the other form.

3. Formula A Calculation

    a. 1.25% times Final Average Compensation (FAC) prior to 1/1/2010 up to Social Security Covered Compensation (SSCC). FAC is defined as the highest consecutive 60 months average earnings out of the last 120 months.

    b. 1.5% times FAC in excess of SSCC.

    c. The sum of (a) and (b) multiplied by service prior to 1/1/2010 up to 35 years.

    d. (c) plus 1.25% times FAC times service prior to 1/1/2010 in excess of 35 years.

4. Formula B Calculation

   a. Annual credits are granted based on the following table for service prior to 1/1/2010:

Age	Credits
Under 30	2.0%
30-34	4.0%
35-39	6.0%
40-44	8.0%
45-49	12.0%
50-54	16.0%
55 and over	18.0%

   The credits are prorated by month and provided at the highest rate applicable for that month.

   b. Sum of Annual Credits times FAC prior to 1/1/2010 up to Social Security Taxable Wage Base. FAC is defined as the highest consecutive 60 months average earnings out of the last 120 months.

   c. FAC in excess of 50% of Social Security Taxable Wage Base times Sum of Annual Credits times 25%.

   d. Account Balance is the sum of (b) and (c).

5. Payment of Benefit if Formula A is used:

   a. Immediate Annuity – If service pension eligible, amount payable is Retirement Benefit reduced by 6% per year prior to age 55 (3% if 30 or more years of service).

   b. Deferred Annuity – Retirement Benefit payable at age 65 actuarially reduced for early commencement.

   c. Immediate Lump Sum – If service pension eligible, lump sum is actuarial equivalent of deferred annuity using subsidized factors; otherwise, lump sum is actuarial equivalent.

6. Payment of Benefit if Formula B is used:

   a. Immediate Annuity – Amount equal to actuarial equivalent of Account Balance.

   b. Deferred Annuity – Amount equal to actuarial equivalent of Account Balance.

   c. Immediate Lump Sum – Amount equal to Account Balance.

SCHEDULE SB ATTACHMENTS

Account balance formula benefit for non-protected participants

1. Eligibility: One year of service and not Protected as defined above in the Normal Retirement Benefit description.

b. Account Balance: At the end of each year prior to 1/1/2010, an amount equal to 3% of eligible compensation is credited to the Account Balance. At the end of the following year, the Account Balance from the previous year is increased with an interest credit based on the Treasury Rate (average of 30-Year Treasury Bond rates during August through December preceding such year).

c. Vesting – Immediate if hired prior to 12/31/2008, three years if hired after 12/31/2008.

Frozen benefit

(3) Eligibility: One year of service and not Protected as defined above in the Normal Retirement Benefit description.

(4) Benefit: Employees that are Grandfathered as defined above receive the larger of Formula A and B from Normal Retirement Benefit description, calculated with service as of December 31, 2000 and HAE as of December 31, 2009.

Employees not Grandfathered receive the larger of Formula A calculated with service and HAE as of December 31, 1996 and Formula B calculated with service as of December 31, 2000 and HAE as of December 31, 2009.

3. Payment of Benefit if Formula A is used:

a. Immediate Annuity – If service pension eligible, amount payable is Retirement Benefit reduced by 6% per year prior to age 55 (3% if 30 or more years of service).

b. Deferred Annuity – Retirement Benefit payable at age 65 actuarially reduced for early commencement.

c. Immediate Lump Sum – If service pension eligible, lump sum is actuarial equivalent of deferred annuity using subsidized factors; otherwise, lump sum is actuarial equivalent.

d. Payment of Benefit if Formula B is used:

a. Immediate Annuity – Amount equal to actuarial equivalent of Account Balance.

b. Deferred Annuity – Amount equal to actuarial equivalent of Account Balance.

c. Immediate Lump Sum – Amount equal to Account Balance.

SCHEDULE SB ATTACHMENTS

Benefit at termination due to disability

e. Eligibility: Disablement after vesting.

f. Benefit: The benefit for termination due to disability is the Normal Retirement Benefit adjusted for early commencement as of the date of termination or benefit commencement date.

Pre-retirement survivor benefit

g. Eligibility: Death after vesting.

h. Benefit Payable:

Formula A: If applicable, spouse will receive the greater of the benefit calculated under the 50% joint and survivor annuity option or 45% of the pension accrued to date payable immediately and unreduced.

Formula B: If applicable, spouse or beneficiary will receive entire account balance or an annuity that is equivalent in value to the account balance.

Account Balance Formula: If applicable, spouse or beneficiary will receive entire account balance or an annuity that is equivalent in value to the account balance.

Sickness death benefit

i. Eligibility: Death as an active employee who has a mandatory beneficiary. Must have a Term of Employment date prior to March 1, 1993.

j. Benefit Payable to Beneficiary: Lump sum payment equal to annual pay at earlier of retirement or February 28, 1993.

Normal form of benefit

For married participants, the normal form is a reduced pension annuity with 50% of the reduced amount payable to the surviving spouse upon the death of the employee. If the spouse of a service pensioner dies first, the pension is restored to its unreduced value.

For single participants, the normal form is a pension payable as a single life annuity.

SCHEDULE SB ATTACHMENTS

PARTICIPANTS OF THE QWEST COMPONENT PLAN – FOR OCCUPATIONAL EMPLOYEES

Coverage and participation

"Bargained for" employees and other non-management employees at participating companies with at least one year of service.

Normal retirement benefit - Formula if hired prior to 1/1/2009

k. Eligibility: Age 65.

l. Benefit Amount: Sum of the pension band amount assigned to an employee times the months of service and 0.1% times average annual differential amounts in three calendar years prior to year of termination times months of service. The pension band amount depends on the job title for a covered employee.

For certain sales employees the benefit amount is the sum of the pension factor amount assigned to an employee times the months of service and 0.1% times average annual differential amounts in the three calendar years prior to year of termination times months of service. The pension factor depends on the average service compensation level for a covered employee.

m. Vesting – Five years.

Account balance formula benefit

n. Eligible Participants: Hired or rehired after 12/31/2008 or previously covered under the management plan provisions. Additionally, transfers from designated companies within the control group are eligible.

1. Account Balance: At the end of each year, an amount equal to 3% of eligible compensation is credited to the Account Balance. At the end of the following year, the Account Balance from the previous year is increased with an interest credit based on the Treasury Rate (average of 30-Year Treasury Bond rates during August through December preceding such year).

o. Vesting – Three years.

Service pension

p. Eligibility: Age 65 and 10 years of service or age 60 and 15 years of service or age 55 and 20 years of service or age 50 and 25 years of service or any age with 30 years of service.

SCHEDULE SB ATTACHMENTS

q. Pension Benefit: Normal retirement benefit reduced by 6.0% for each year retirement precedes age 55 unless the participant has 30 or more years of service.

r. Account Balance Formula: If applicable, account balance or an annuity that is equivalent in value to the balance.

Deferred vested pension

s. Eligibility: Vested in a pension benefit.

t. Pension Benefit: Normal retirement benefit actuarially reduced for early commencement.

u. Account Balance Formula: If applicable, account balance or an annuity that is equivalent in value to the balance.

Disability pension

v. Eligibility: Disablement after 15 years of service.

w. Pension Benefit: Disabilities on or after January 1, 2002 and not eligible for ABF formula receive, in addition to their regular pension, a Disability Pension equal to the normal retirement benefit amount payable until the earlier of age 65, death or no longer disabled as defined by the disability plan.

x. Account Balance Formula: If applicable, account balance or an annuity that is equivalent in value to the balance.

Pre-retirement survivor benefit

y. Eligibility: Death after vesting.

z. Benefit Payable to Spouse: Greater of 1) 45% of the pension benefit accrued to date payable immediately and unreduced, or 2) the survivor benefit under a 50% joint and survivor annuity.

aa. Benefit Payable to Non-Spouse: The survivor benefit under a 50% joint and survivor annuity.

bb. Account Balance Formula: If applicable, spouse or beneficiary will receive entire account balance or an annuity that is equivalent in value to the account balance.

Sickness death benefit and accidental death benefit

cc. Eligibility: Death as an active employee who has a mandatory beneficiary. Must have a Term of Employment date prior to March 1, 1993.

dd. Benefit Payable to Beneficiary: Lump sum payment equal to annual pay at earlier of retirement or February 28, 1993.

SCHEDULE SB ATTACHMENTS

Normal form of benefit

For married participants, the normal form is a reduced pension annuity with 50% of the reduced amount payable to the surviving spouse upon the death of the employee. If the spouse of a service pensioner dies first, the pension is restored to its unreduced value.

For single participants, the normal form is a pension payable as a single life annuity.

Changes in plan provisions since last actuarial valuation

None.

Changes in benefits valued since prior valuation

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 $5,339,000 for the prior valuation to $6,651,000 for the current valuation.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
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	3,394,190	6,587,193	163,650,839	173,632,222
2026	5,192,656	4,080,250	156,919,730	166,192,636
2027	6,071,968	4,849,156	150,737,309	161,658,433
2028	7,063,862	5,597,801	144,355,760	157,017,423
2029	7,956,306	6,311,167	137,808,714	152,076,187
2030	8,843,049	6,935,185	131,120,875	146,899,109
2031	9,460,412	7,546,675	124,283,316	141,290,403
2032	10,081,932	8,209,470	117,314,841	135,606,243
2033	10,472,602	8,806,632	110,245,774	129,525,008
2034	10,898,366	9,313,639	103,108,324	123,320,329
2035	11,195,053	9,877,702	95,918,332	116,991,087
2036	11,407,278	10,301,687	88,726,081	110,435,046
2037	11,625,285	10,637,731	81,586,452	103,849,468
2038	11,799,052	10,935,705	74,547,630	97,282,387
2039	11,861,096	11,104,471	67,648,102	90,613,669
2040	11,931,365	11,241,367	60,945,579	84,118,311
2041	11,927,298	11,346,269	54,494,836	77,768,403
2042	11,893,981	11,383,474	48,347,597	71,625,052
2043	11,756,655	11,349,445	42,545,388	65,651,488
2044	11,619,736	11,260,421	37,131,745	60,011,902
2045	11,416,312	11,025,880	32,140,938	54,583,130
2046	11,131,749	10,737,705	27,587,437	49,456,891
2047	10,853,451	10,375,905	23,482,237	44,711,593
2048	10,476,751	9,969,582	19,815,896	40,262,229
2049	10,085,830	9,531,910	16,584,671	36,202,411
2050	9,688,634	9,074,416	13,766,781	32,529,831
2051	9,276,746	8,615,597	11,336,494	29,228,837
2052	8,830,308	8,134,636	9,263,350	26,228,294

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2053	8,378,265	7,646,304	7,513,826	23,538,395
2054	7,909,737	7,160,859	6,052,909	21,123,505
2055	7,428,991	6,668,382	4,845,457	18,942,830
2056	6,942,320	6,130,168	3,857,318	16,929,806
2057	6,456,295	5,628,283	3,056,254	15,140,832
2058	5,965,267	5,141,128	2,412,610	13,519,005
2059	5,475,742	4,669,889	1,899,739	12,045,370
2060	4,999,354	4,218,501	1,494,188	10,712,043
2061	4,537,611	3,790,432	1,175,675	9,503,718
2062	4,091,606	3,382,741	926,964	8,401,311
2063	3,666,411	2,998,157	733,638	7,398,206
2064	3,264,466	2,639,892	583,834	6,488,192
2065	2,887,696	2,316,962	467,908	5,672,566
2066	2,537,476	2,021,330	378,136	4,936,942
2067	2,214,677	1,744,690	308,417	4,267,784
2068	1,919,685	1,494,944	254,001	3,668,630
2069	1,652,424	1,271,406	211,241	3,135,071
2070	1,412,402	1,073,116	177,356	2,662,874
2071	1,198,753	898,887	150,252	2,247,892
2072	1,010,279	747,290	128,362	1,885,931
2073	845,487	616,717	110,517	1,572,721
2074	702,669	505,398	95,844	1,303,911

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

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	109,364,777	15.00000	109,364,777	10,197,220
Shortfall	01/01/2024	(4,262,682)	14.00000	(3,971,397)	(387,820)
Shortfall	01/01/2023	49,447,719	13.00000	44,061,570	4,528,457
Total				149,454,950	14,337,857

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

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	1	0	0	0	0	0	0	0	0	0	1
25-29	1	0	1	0	0	0	0	0	0	0	2
30-34	3	2	4	6	0	0	0	0	0	0	15
35-39	5	13	10	21	7	0	0	0	0	0	56
40-44	14	35	21	32	25	10	1	0	0	0	138
45-49	13	34	48	96	44	47	25	0	0	0	307
50-54	11	20	43	121	62	53	67	17	1	0	395
55-59	12	20	45	100	54	62	55	40	19	2	409
60-64	10	13	38	59	32	33	39	33	11	7	275
65-69	4	2	11	22	10	7	8	14	2	11	91
70 & over	1	1	4	2	0	2	0	1	1	2	14
Total	75	140	225	459	234	214	195	105	34	22	1,703

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

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
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 years of credited service[1]

	Attained Years of Credited Service[2,3]										
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	1	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
35-39	0	1	0	5	1	0	0	0	0	0	7
	-	-	-	-	-	-	-	-	-	-	-
40-44	0	1	2	5	6	5	1	0	0	0	20
	-	-	-	-	-	-	-	-	-	-	57,074
45-49	0	5	0	6	11	18	12	0	0	0	52
	-	-	-	-	-	-	-	-	-	-	61,213
50-54	0	4	2	6	9	21	14	0	0	0	56
	-	-	-	-	-	59,277	-	-	-	-	60,371
55-59	0	4	1	5	8	16	21	6	4	0	65
	-	-	-	-	-	-	61,650	-	-	-	60,509
60-64	0	0	0	2	4	3	5	3	1	1	19
	-	-	-	-	-	-	-	-	-	-	-
65-69	0	0	0	2	2	0	0	0	0	1	5
	-	-	-	-	-	-	-	-	-	-	-
70 & over	0	0	1	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
Total	0	15	6	32	41	63	53	9	5	2	226
	-	-	-	58,860	62,612	58,554	61,008	-	-	-	60,189

[1] Pay is frozen, but service is accruing
[2] Age and service for purposes of determining category are based on exact (not rounded) values.
[3] This chart remains unchanged from 2024 because the 1/1/2025 data for participants accruing pay-related benefits was included in the line 26a attachments for the 2024 Schedule SB.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2025

Number with frozen benefits and average accrued benefit distributed by attained age and attained years of credited service

	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	1	0	0	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
25-29	1	0	0	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
30-34	2	1	3	1	0	0	0	0	0	0	7
	-	-	-	-	-	-	-	-	-	-	-
35-39	2	12	7	13	6	0	0	0	0	0	40
	-	-	-	-	-	-	-	-	-	-	5,960
40-44	14	33	18	22	15	4	0	0	0	0	106
	-	1,557	-	8,777	-	-	-	-	-	-	5,414
45-49	10	26	43	80	22	23	10	0	0	0	214
	-	1,603	4,602	7,268	12,399	16,354	-	-	-	-	7,829
50-54	11	15	35	103	47	30	35	16	0	0	292
	-	-	4,764	6,798	12,811	16,343	20,023	-	-	-	10,556
55-59	9	16	35	84	41	37	21	29	11	2	285
	-	-	4,598	6,989	11,716	14,547	17,779	24,147	-	-	11,286
60-64	8	12	32	52	23	28	26	23	5	4	213
	-	-	5,023	7,130	12,555	14,002	19,111	20,573	-	-	11,598
65-69	4	2	10	18	7	5	8	14	1	7	76
	-	-	-	-	-	-	-	-	-	-	14,524
70 & over	1	0	3	2	0	1	0	1	1	1	10
	-	-	-	-	-	-	-	-	-	-	-
Total	63	117	186	375	161	128	100	83	18	14	1,245
	698	1,934	4,707	7,227	12,497	15,375	19,615	22,203	-	-	10,082

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2025

Number and average account balance distributed by attained age and attained years of credited service

	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	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
35-39	1	0	1	0	0	0	0	0	0	0	2
	-	-	-	-	-	-	-	-	-	-	-
40-44	0	1	1	1	0	0	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
45-49	1	2	4	1	0	0	0	0	0	0	8
	-	-	-	-	-	-	-	-	-	-	-
50-54	0	1	2	4	0	0	0	0	0	0	7
	-	-	-	-	-	-	-	-	-	-	-
55-59	2	0	7	3	0	2	0	0	0	0	14
	-	-	-	-	-	-	-	-	-	-	-
60-64	1	1	5	4	0	0	1	0	0	0	12
	-	-	-	-	-	-	-	-	-	-	-
65-69	0	0	1	1	0	1	0	0	0	0	3
	-	-	-	-	-	-	-	-	-	-	-
70 & over	0	1	0	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
Total	5	6	21	14	0	3	1	0	0	0	50
	-	-	26,411	-	-	-	-	-	-	-	23,545

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 15
Reconciliation of differences between valuation results and amounts used to calculate AFTAP
as of January 1, 2025

The AFTAP reported on line 15 is the final certified AFTAP for the plan year and does not correspond to the valuation results reported on this SB.

Date of AFTAP certification/ recertification	AFTAP	Description and the amount of each adjustment to the funding target, AVA, carryover balance, prefunding balance
September 29, 2025	91.34%	Reflects $343,614 increase to the funding target to account for UCEB.

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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

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

CenturyLink Union - Males

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.04	1,000	1.000000	0.040000	2.000000
51	0.04	960	0.960000	0.038400	1.958400
52	0.04	922	0.921600	0.036864	1.916928
53	0.05	885	0.884736	0.044237	2.344550
54	0.05	840	0.840499	0.042025	2.269348
55	0.06	798	0.798474	0.047908	2.634965
56	0.07	751	0.750566	0.052540	2.942218
57	0.07	698	0.698026	0.048862	2.785124
58	0.08	649	0.649164	0.051933	3.012123
59	0.09	597	0.597231	0.053751	3.171298
60	0.09	543	0.543480	0.048913	2.934794
61	0.10	495	0.494567	0.049457	3.016860
62	0.15	445	0.445110	0.066767	4.139527
63	0.20	378	0.378344	0.075669	4.767133
64	0.20	303	0.302675	0.060535	3.874241
65	0.30	242	0.242140	0.072642	4.721732
66	0.30	169	0.169498	0.050849	3.356062
67	0.30	119	0.118649	0.035595	2.384838
68	0.30	83	0.083054	0.024916	1.694303
69	0.30	58	0.058138	0.017441	1.203453
70	1.00	41	0.040696	0.040696	2.848754
Average age at retirement					59.976649

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

CenturyLink Union - Females

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.07	1,000	1.000000	0.070000	3.500000
51	0.08	930	0.930000	0.074400	3.794400
52	0.09	856	0.855600	0.077004	4.004208
53	0.10	779	0.778596	0.077860	4.126559
54	0.10	701	0.700736	0.070074	3.783977
55	0.10	631	0.630663	0.063066	3.468645
56	0.10	568	0.567596	0.056760	3.178540
57	0.11	511	0.510837	0.056192	3.202947
58	0.12	455	0.454645	0.054557	3.164328
59	0.13	400	0.400087	0.052011	3.068670
60	0.14	348	0.348076	0.048731	2.923839
61	0.15	299	0.299345	0.044902	2.739010
62	0.18	254	0.254444	0.045800	2.839590
63	0.20	209	0.208644	0.041729	2.628911
64	0.20	167	0.166915	0.033383	2.136512
65	0.35	134	0.133532	0.046736	3.037853
66	0.35	87	0.086796	0.030379	2.004983
67	0.40	56	0.056417	0.022567	1.511983
68	0.40	34	0.033850	0.013540	0.920730
69	0.40	20	0.020310	0.008124	0.560562
70	1.00	12	0.012186	0.012186	0.853029
Average age at retirement					57.449276

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

CenturyLink Nonunion - Males

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.05	1,000	1.000000	0.050000	2.500000
51	0.05	950	0.950000	0.047500	2.422500
52	0.05	903	0.902500	0.045125	2.346500
53	0.05	857	0.857375	0.042869	2.272044
54	0.05	815	0.814506	0.040725	2.199167
55	0.07	774	0.773781	0.054165	2.979057
56	0.07	720	0.719616	0.050373	2.820896
57	0.08	669	0.669243	0.053539	3.051749
58	0.08	616	0.615704	0.049256	2.856865
59	0.10	566	0.566447	0.056645	3.342040
60	0.14	510	0.509803	0.071372	4.282342
61	0.14	438	0.438430	0.061380	3.744195
62	0.18	377	0.377050	0.067869	4.207878
63	0.20	309	0.309181	0.061836	3.895681
64	0.20	247	0.247345	0.049469	3.166014
65	0.30	198	0.197876	0.059363	3.858579
66	0.30	139	0.138513	0.041554	2.742559
67	0.30	97	0.096959	0.029088	1.948879
68	0.30	68	0.067871	0.020361	1.384577
69	0.30	48	0.047510	0.014253	0.983457
70	1.00	33	0.033257	0.033257	2.327990
Average age at retirement					59.332968

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

CenturyLink Nonunion - Females

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.05	1,000	1.000000	0.050000	2.500000
51	0.05	950	0.950000	0.047500	2.422500
52	0.05	903	0.902500	0.045125	2.346500
53	0.07	857	0.857375	0.060016	3.180861
54	0.09	797	0.797359	0.071762	3.875164
55	0.10	726	0.725596	0.072560	3.990781
56	0.10	653	0.653037	0.065304	3.657006
57	0.11	588	0.587733	0.064651	3.685087
58	0.11	523	0.523082	0.057539	3.337266
59	0.12	466	0.465543	0.055865	3.296047
60	0.12	410	0.409678	0.049161	2.949683
61	0.15	361	0.360517	0.054078	3.298729
62	0.16	306	0.306439	0.049030	3.039878
63	0.18	257	0.257409	0.046334	2.919018
64	0.20	211	0.211075	0.042215	2.701765
65	0.30	169	0.168860	0.050658	3.292776
66	0.30	118	0.118202	0.035461	2.340404
67	0.30	83	0.082742	0.024822	1.663105
68	0.30	58	0.057919	0.017376	1.181549
69	0.30	41	0.040543	0.012163	0.839248
70	1.00	28	0.028380	0.028380	1.986625
Average age at retirement					58.503992

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Embarq Union - Males

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.03	1,000	1.000000	0.030000	1.500000
51	0.04	970	0.970000	0.038800	1.978800
52	0.04	931	0.931200	0.037248	1.936896
53	0.04	894	0.893952	0.035758	1.895178
54	0.05	858	0.858194	0.042910	2.317124
55	0.05	815	0.815284	0.040764	2.242032
56	0.05	775	0.774520	0.038726	2.168656
57	0.05	736	0.735794	0.036790	2.097013
58	0.05	699	0.699004	0.034950	2.027113
59	0.06	664	0.664054	0.039843	2.350751
60	0.09	624	0.624211	0.056179	3.370739
61	0.15	568	0.568032	0.085205	5.197492
62	0.25	483	0.482827	0.120707	7.483820
63	0.30	362	0.362120	0.108636	6.844074
64	0.40	253	0.253484	0.101394	6.489196
65	0.45	152	0.152091	0.068441	4.448648
66	0.50	84	0.083650	0.041825	2.760443
67	0.50	42	0.041825	0.020912	1.401134
68	0.50	21	0.020912	0.010456	0.711023
69	0.50	10	0.010456	0.005228	0.360740
70	1.00	5	0.005228	0.005228	0.365968
Average age at retirement					59.946839

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Embarq Union - Females

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.05	1,000	1.000000	0.050000	2.500000
51	0.05	950	0.950000	0.047500	2.422500
52	0.10	903	0.902500	0.090250	4.693000
53	0.10	812	0.812250	0.081225	4.304925
54	0.15	731	0.731025	0.109654	5.921303
55	0.15	621	0.621371	0.093206	5.126313
56	0.15	528	0.528166	0.079225	4.436591
57	0.20	449	0.448941	0.089788	5.117924
58	0.20	359	0.359153	0.071831	4.166170
59	0.20	287	0.287322	0.057464	3.390400
60	0.20	230	0.229858	0.045972	2.758292
61	0.35	184	0.183886	0.064360	3.925969
62	0.45	120	0.119526	0.053787	3.334775
63	0.50	66	0.065739	0.032870	2.070788
64	0.50	33	0.032870	0.016435	1.051829
65	0.50	16	0.016435	0.008217	0.534132
66	0.50	8	0.008217	0.004109	0.271175
67	0.50	4	0.004109	0.002054	0.137642
68	0.50	2	0.002054	0.001027	0.069848
69	0.50	1	0.001027	0.000514	0.035438
70	1.00	1	0.000514	0.000514	0.035951
Average age at retirement					56.304962

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Embarq Nonunion - Males

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.05	1,000	1.000000	0.050000	2.500000
51	0.05	950	0.950000	0.047500	2.422500
52	0.05	903	0.902500	0.045125	2.346500
53	0.05	857	0.857375	0.042869	2.272044
54	0.05	815	0.814506	0.040725	2.199167
55	0.05	774	0.773781	0.038689	2.127898
56	0.05	735	0.735092	0.036755	2.058257
57	0.10	698	0.698337	0.069834	3.980523
58	0.10	629	0.628504	0.062850	3.645321
59	0.10	566	0.565653	0.056565	3.337354
60	0.12	509	0.509088	0.061091	3.665433
61	0.12	448	0.447997	0.053760	3.279341
62	0.20	394	0.394238	0.078848	4.888547
63	0.25	315	0.315390	0.078848	4.967395
64	0.30	237	0.236543	0.070963	4.541618
65	0.40	166	0.165580	0.066232	4.305075
66	0.40	99	0.099348	0.039739	2.622784
67	0.40	60	0.059609	0.023843	1.597514
68	0.40	36	0.035765	0.014306	0.972815
69	0.40	21	0.021459	0.008584	0.592272
70	1.00	13	0.012875	0.012875	0.901284
Average age at retirement					59.223640

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Embarq Nonunion - Females

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
50	0.10	1,000	1.000000	0.100000	5.000000
51	0.10	900	0.900000	0.090000	4.590000
52	0.10	810	0.810000	0.081000	4.212000
53	0.10	729	0.729000	0.072900	3.863700
54	0.10	656	0.656100	0.065610	3.542940
55	0.10	590	0.590490	0.059049	3.247695
56	0.10	531	0.531441	0.053144	2.976070
57	0.12	478	0.478297	0.057396	3.271551
58	0.12	421	0.420901	0.050508	2.929473
59	0.12	370	0.370393	0.044447	2.622383
60	0.15	326	0.325946	0.048892	2.933514
61	0.20	277	0.277054	0.055411	3.380059
62	0.25	222	0.221643	0.055411	3.435470
63	0.25	166	0.166232	0.041558	2.618161
64	0.25	125	0.124674	0.031169	1.994789
65	0.40	94	0.093506	0.037402	2.431149
66	0.40	56	0.056103	0.022441	1.481131
67	0.40	34	0.033662	0.013465	0.902143
68	0.40	20	0.020197	0.008079	0.549365
69	0.40	12	0.012118	0.004847	0.334466
70	1.00	7	0.007271	0.007271	0.508970
Average age at retirement					56.825030

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

CenturyLink		**Embarq**	
Union Males	59.97665	Union Males	59.94684
Union Females	57.44928	Union Females	56.30496
NonUnion Males	59.33297	NonUnion Males	59.22364
NonUnion Females	58.50399	NonUnion Females	56.82503

Average age at retirement	58.445420
Rounded for Schedule SB Item 22	58

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
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	3,394,190	6,587,193	163,650,839	173,632,222
2026	5,192,656	4,080,250	156,919,730	166,192,636
2027	6,071,968	4,849,156	150,737,309	161,658,433
2028	7,063,862	5,597,801	144,355,760	157,017,423
2029	7,956,306	6,311,167	137,808,714	152,076,187
2030	8,843,049	6,935,185	131,120,875	146,899,109
2031	9,460,412	7,546,675	124,283,316	141,290,403
2032	10,081,932	8,209,470	117,314,841	135,606,243
2033	10,472,602	8,806,632	110,245,774	129,525,008
2034	10,898,366	9,313,639	103,108,324	123,320,329
2035	11,195,053	9,877,702	95,918,332	116,991,087
2036	11,407,278	10,301,687	88,726,081	110,435,046
2037	11,625,285	10,637,731	81,586,452	103,849,468
2038	11,799,052	10,935,705	74,547,630	97,282,387
2039	11,861,096	11,104,471	67,648,102	90,613,669
2040	11,931,365	11,241,367	60,945,579	84,118,311
2041	11,927,298	11,346,269	54,494,836	77,768,403
2042	11,893,981	11,383,474	48,347,597	71,625,052
2043	11,756,655	11,349,445	42,545,388	65,651,488
2044	11,619,736	11,260,421	37,131,745	60,011,902
2045	11,416,312	11,025,880	32,140,938	54,583,130
2046	11,131,749	10,737,705	27,587,437	49,456,891
2047	10,853,451	10,375,905	23,482,237	44,711,593
2048	10,476,751	9,969,582	19,815,896	40,262,229
2049	10,085,830	9,531,910	16,584,671	36,202,411
2050	9,688,634	9,074,416	13,766,781	32,529,831
2051	9,276,746	8,615,597	11,336,494	29,228,837
2052	8,830,308	8,134,636	9,263,350	26,228,294

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2053	8,378,265	7,646,304	7,513,826	23,538,395
2054	7,909,737	7,160,859	6,052,909	21,123,505
2055	7,428,991	6,668,382	4,845,457	18,942,830
2056	6,942,320	6,130,168	3,857,318	16,929,806
2057	6,456,295	5,628,283	3,056,254	15,140,832
2058	5,965,267	5,141,128	2,412,610	13,519,005
2059	5,475,742	4,669,889	1,899,739	12,045,370
2060	4,999,354	4,218,501	1,494,188	10,712,043
2061	4,537,611	3,790,432	1,175,675	9,503,718
2062	4,091,606	3,382,741	926,964	8,401,311
2063	3,666,411	2,998,157	733,638	7,398,206
2064	3,264,466	2,639,892	583,834	6,488,192
2065	2,887,696	2,316,962	467,908	5,672,566
2066	2,537,476	2,021,330	378,136	4,936,942
2067	2,214,677	1,744,690	308,417	4,267,784
2068	1,919,685	1,494,944	254,001	3,668,630
2069	1,652,424	1,271,406	211,241	3,135,071
2070	1,412,402	1,073,116	177,356	2,662,874
2071	1,198,753	898,887	150,252	2,247,892
2072	1,010,279	747,290	128,362	1,885,931
2073	845,487	616,717	110,517	1,572,721
2074	702,669	505,398	95,844	1,303,911

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Sponsor

Connect Holding II LLC d/b/a Brightspeed

Plan

Brightspeed Pension Plan

Effective Date and Most Recent Amendment

The plan is originally effective January 1, 2022. The most recent amendment reflected was to freeze pay rate increases effective September 30, 2024 for the members of CWA 6310A, 6301A, 6312A, 6310, 6311, 6373. Pay rates were previously frozen (the latest at June 30, 2022) for all other groups under the Brightspeed Pension Plan.

Plan Year

The twelve-month period ending December 31.

PARTICIPANTS OF THE LEGACY CENTURYLINK COMPONENT PLAN

Coverage and Participation

Eligible employee: Employees (other than leased employees or employees covered by a collective bargaining agreement that does not provide for participation in this plan) who are age 21 and have one year of service. Employees of the following Affiliates are not eligible to participate in this plan:

1. Century Marketing Solutions, LLC
2. CenturyTel Interactive Company
3. CenturyTel Security Systems, Inc.
4. CenturyTel Holdings, Inc.
5. CenturyTel Investments of Texas, Inc.

All non-represented employees who were hired after December 31, 2010 will not be eligible to participate in the plan.

SCHEDULE SB ATTACHMENTS

Coverage is frozen to new entrants as of the date listed below for the following locations:

Union	Ratification Date
IBEW 1106	3/27/2019
CWA 7906	9/25/2020
CWA 7818	10/8/2020
IBEW 89	9/17/2020
IBEW 768	9/17/2020
CWA 4671/72/74/75	1/11/2021
CWA 3972/3974	4/15/2021
CWA 6171 Central	9/7/2021
CWA 6171 NW	9/7/2021
IBEW 257	11/22/2021
CWA 4370	4/14/2022

Credited Service

For each Year of Service prior to January 1, 1999, participants receive credit for benefit service equal to hours/2080, up to one full year. For each Year of Service after December 31, 1998, participants receive credit for one year of benefit service.

Credited service for accrual purposes is frozen for all non-represented participants as of December 31, 2010.

Vesting Service

An Employee is credited with a Year of Vesting Service for each Plan Year in which the Employee completes at least 1,000 Hours of Service.

Compensation

The sum of (a) and (b):

a. Non deferred compensation on W-2 except:

- Overtime or premium pay
- Imputed income from expense reimbursement or fringe benefits,
- Prizes, awards, severance payments, and long-term incentive pay.

b. Salary reduction amounts under a CODA or cafeteria plan.

SCHEDULE SB ATTACHMENTS

Final Average Pay

Average of highest 60 consecutive calendar months in last 120 calendar months of compensation.

Final Average Pay is frozen for all non-represented participants as of December 31, 2010. For Michigan IBEW Local 1106, Alabama CWA 3971, 3972, 3974, Arkansas CWA 6171 Central, Arkansas CWA 6171 Northwest, Missouri IBEW 257A, Wisconsin CWA 4671, 4672, 4674, 4675, and Ohio CWA 4370, Final Average Pay is frozen as of June 30, 2022. For CWA 6310A, 6301A, 6312A, 6310, 6311, and 6373, Final Average Pay is frozen as of September 30, 2024.

Normal Retirement Benefit

Eligibility: Age 65

Benefits:

i. For employees covered by a collective bargaining agreement hired prior to the dates specified in the tables below: 1.3% of Final Average Pay multiplied by Benefit Years up to 30 plus 0.65% of Final Average Pay in excess of Social Security Covered Compensation multiplied by Benefit Years up to 30. Benefits were frozen as of 12/31/2023 for CWA 4671.

ii. For employees not covered by a collective bargaining agreement or covered by a collective bargaining agreement and hired after the dates specified in the tables below: 1.3% of Final Average Pay multiplied by Benefit Years as of December 31, 1998 up to 30 plus 0.65% of Final Average Pay in excess of Social Security Covered Compensation multiplied by Benefit Years as of December 31, 1998 up to 30 plus 0.5% of Final Average Pay multiplied by Benefit Years accrued after December 31, 1998 (total Benefit Years limited to 30) plus 0.5% of Final Average pay in excess of Social Security Covered Compensation multiplied by Benefit Years accrued after December 31, 1998 (total Benefit Years limited to 30). Compensation is frozen as of June 30, 2022 for Michigan IBEW Local 1106.

SCHEDULE SB ATTACHMENTS

Hourly Bargaining		Date
001	Wisconsin CWA 4671, 4672, 4674, 4675	2/3/2007
002	MO CWA 6310A, 6301A, 6312A	3/13/2008
003	MO CWA 6310, 6311, 6312, 6373	3/13/2008
004	Alabama CWA 3971, 3972, 3974	3/13/2009
005	Missouri IBEW 257A	1/1/2007
006	Arkansas CWA 6171C	8/16/2007
006	Arkansas CWA 6171NW	6/13/2008

CenturyLink Bargaining		Date
001	Montana IBEW Local 768	5/1/2008
002	Oregon Former NTS (4444) now CWA/7906	5/1/2008
003	Wash/Oreg IBEW Local 89	9/1/2008
004	Washington CWA Local 7818	9/1/2008
005	Michigan IBEW Local 1106	4/1/2007

Ohio Bargaining		Date
001	Ohio CWA 4370 Band 1	4/1/2007
002	Ohio CWA 4370 Band 2	4/1/2007

In addition, certain benefits accrued in CenturyLink's nonqualified pension plans as of December 31, 2004 and December 31, 2006 were added to the CenturyLink Retirement Plan.

All benefits are frozen for non-represented employees effective December 31, 2010. During the 5-year period beginning January 1, 2011 and ending December 31, 2015, such accrued benefits are increased by 4% per annum for each year (and pro-rata for fractional years) during which the participant remains employed by the company.

Early Retirement Benefit

Eligibility: Age 55 and 5 Years of Service.

Benefits: Normal Retirement Benefit based on service and earnings at date of termination (or earlier freeze). If payments begin before Normal Retirement Date, the payments are reduced in accordance with the following table (separate reductions apply to the base benefit and excess benefit):

Age at Benefit Starting Date	Base Benefit Percentage	Excess Benefit Percentage
64	100%	92%
63	100	84
62	100	76
61	95	72
60	90	68
59	84	64
58	78	60
57	72	56
56	66	52
55	60	48

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Disability Benefit

Eligibility: To continue to accrue benefit years, a participant must have 10 or more Years of Service when disability arises and must satisfy the criteria for disability under both the Employer's long term disability insurance and that for Social Security disability benefits.

Benefits: Benefits are based on Social Security Covered Compensation at disability and Benefit Years and Final Average Pay at retirement. Participant may receive reduced payments upon early retirement.

Vested Benefits Upon Termination of Service

Eligibility: A Participant's Vested Percentage will be 100% upon the completion of 5 years of Vesting Service. Participants who were active as of July 1, 2009 are automatically vested due to the change in control incurred on such date.

Benefits: Accrued normal retirement benefit as of date of Termination of employment.

Death Benefits for Participants in Active Service

Eligibility: Eligible for Deferred Vested Pension.

Benefits: In the event of the death of a Participant prior to the date that he begins to receive a monthly pension benefit under the Plan, the Participant's Surviving Spouse, if any, will be entitled to receive a monthly pension benefit equal to 50% of the monthly pension benefit which would have been payable had the Participant retired on the day before his death and elected a Joint and 50% Contingent Survivor Pension. A Joint and 50% Contingent Pension provides a monthly pension benefit payable for the lifetime of the Participant and, upon the Participant's death, if the Participant's Spouse survives the Participant, a monthly pension benefit will continue for the remaining lifetime of the Surviving Spouse equal to 50% of the monthly pension benefit which was payable during the joint lifetime of the Participant and the Participant's Surviving Spouse.

Deferred Retirement

Eligibility: Age greater than 65.

Benefits: Same as Normal Retirement Benefit except years of service are determined at actual retirement (or earlier freeze).

SCHEDULE SB ATTACHMENTS

Cost of Living Adjustment

Benefits payable to participants with no service after December 31, 1987 are increased each January 1 by the U.S. Consumer Price Index during the 12 months ending with the prior September index or 2 percent, if less.

Minimum Benefits

Participants from previously merged plans have minimum benefits as follows:

- Contel – Contel frozen benefit at 9/1/85 plus PTI benefit based on post-9/1/85 service only (PTI 30-year service cap applies to post 9/1/85 service only).
- Peninsula – Benefit provided by employee contributions with interest plus PTI benefit based on post-6/1/85 service only.
- GVNW – Same minimum as Peninsula, except PTI benefit based on post-10/1/85 service.
- North-West – North-West frozen benefit at 12/31/92 plus PTI benefit based on post-12/31/92 service only (PTI 30-year service cap applies to post 12/31/92 service only).
- GTE – Northern Michigan – GTE frozen benefit at 10/31/97 plus PTI benefit based on post 10/31/97 service only (PTI 30-year service cap applies to post 10/31/97 service only).

Normal Form of Benefit

Life annuity for unmarried participants. Actuarially equivalent 50 percent joint and survivor annuity for married participants.

Optional Annuity Forms

Single lump sum, Social Security Level Income Option, 100%, 75% or 50% Joint and Survivor, or a 10- year Certain and Life.

Participants Contributions

No participant contributions are allowed other than contributions transferred from a previous plan as part of a merger.

SCHEDULE SB ATTACHMENTS

Actuarial Equivalent

For conversions other than lump sum, actuarial equivalency is based on 8 percent interest and RP2000 Combined Healthy Mortality projected to 2010 by Projection Scale AA using a blend of 70% male rates and 30% female rates for participants and a blend of 70% female rates and 30% male rates for beneficiaries.

For certain grandfathered lump sums, the largest lump sum under the following basis is provided:

1. 1971 TPF&C Forecast Mortality for males with ages set back two years and the six-month moving average yield of United States Treasury obligations with ten-year maturities.
2. 1971 TPF&C Forecast Mortality for males with ages set back two years and the PBGC Immediate Rate.[1]
3. Mortality table specified by Revenue Notice 2008-85 and the segment rates for the fifth month preceding month of distribution.

[1] Basis (2) applies only to participants who were eligible for a service pension under the prior plan before January 1, 2000.

SCHEDULE SB ATTACHMENTS

Legacy CenturyLink Component – Ohio Bargaining Unit

Coverage and Participation

Eligible Employee: Employees who are Ohio Bargaining Unit Employees become a participant in the Plan on his or her employment Commencement Date.

Credited Service

Elapsed time.

Vesting Service

Elapsed time.

Normal Retirement Benefit

Eligibility: Age 65.

Benefits: A Participant's Normal Retirement Benefit is a monthly pension benefit commencing on his Normal Retirement Date payable in the Normal Benefit Form in an amount equal to the following amounts times Years of Service.

Termination	Band 1	Band 2
On or after		
1/1/93	$24.09	$33.52
8/1/94	$28.59	$35.02
7/1/95	$29.59	$36.02
7/1/96	$30.59	$37.02
3/1/98	$31.59	$38.02
6/1/00	$32.59	$39.02
6/1/01	$33.59	$40.02
4/1/04	$34.59	$41.02
4/1/05	$35.09	$41.52
4/1/07	$35.84	$42.02

Normal Benefit Form: Lifetime Pension - Monthly pension benefit payable for the lifetime of the Participant with payments terminating upon the death of the Participant.

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

Eligibility: Age 55 and 5 Years of Vesting Service.

Benefits: A Participant's Early Retirement Benefit is equal to the Actuarial Equivalent of the Participant's Normal Retirement Benefit based on service at date of termination. For purposes of determining a Participant's Early Retirement Benefit, the following factors will be used as Actuarial Equivalent factors:

Age	Factor
55	50%
56	55
57	60
58	65
59	70
60	75
61	80
62	85
63	90
64	95

If a Participant retires with 30 years of service and after attainment of age 60, there is no reduction to the benefit.

Disability Benefit

Eligibility: An Active Participant will be eligible for a Disability Retirement Benefit under the Plan upon the occurrence of permanent disability coincident with or following the Participant's completion of 5 Years of Vesting Service.

Benefits: An eligible Participant's Disability Retirement Benefit is equal to the monthly retirement benefit commencing on his Disability Retirement Date in an amount equal to the Participant's Accrued Benefit determined as of his Disability Retirement Date, with a minimum monthly benefit of $150. If a Participant satisfies the requirements for a Disability Retirement Benefit and also satisfies the requirements for a Vested Accrued Benefit, the portion of his Disability Retirement Benefit which is the Actuarial Equivalent of his Vested Accrued Benefit will be payable in the Normal Benefit Form (or any optional benefit form) and will be subject to the joint and survivor annuity distribution requirements.

The remaining portion, if any, of the Actuarial Equivalent of the Participant's Disability Retirement Benefit will be payable as a Lifetime Pension with a monthly benefit payable for the Participant's lifetime with payments terminating upon his death.

SCHEDULE SB ATTACHMENTS

Permanent Disability: A Participant will be considered permanently disabled if he becomes eligible for disability benefits under the Social Security Program and, in the opinion of the Plan Administrator.

1. he is prevented from performing the usual duties of his employment or any other employment for which he is reasonably suited as a result of his education, training and experience;

2. such disability is likely to be both continuous and permanent;

3. such disability occurs on or after the Effective Date of the Plan but prior to the Participant's Normal Retirement Date; and

4. such disability is not, in the opinion of the Plan Administrator, the result of injury or disease sustained by the Participant which was diagnosed or discovered subsequent to the date his employment has terminated.

Vested Benefits upon Termination of Service

Eligibility: A Participant's Vested Percentage will be 100% upon the completion of 5 Years of Vesting Service. Prior to the completion of 5 Years of Vesting Service, a Participant's Vested Percentage is zero, unless he was employed by the Company on March 31, 1992 or July 1, 2009, in which case he is 100% vested.

Benefits: Normal retirement benefit based on service at date of termination.

Death Benefits for Participants in Active Service

Eligibility: Eligible for Deferred Vested Pension.

Benefits: In the event of the death of a Participant prior to the date that he begins to receive a monthly pension benefit under the Plan, the Participant's Surviving Spouse, if any, will be entitled to receive a monthly pension benefit equal to 50% of the monthly pension benefit which would have been payable had the Participant retired on the day before his death and elected a Joint and 50% Contingent Survivor Pension. A Joint and 50% Contingent Pension provides a monthly pension benefit payable for the lifetime of the Participant and, upon the Participant's death, if the Participant's Spouse survives the Participant, a monthly pension benefit will continue for the remaining lifetime of the Surviving Spouse equal to 50% of the monthly pension benefit which was payable during the joint lifetime of the Participant and the Participant's Surviving Spouse.

Deferred Retirement

Eligibility: Age greater than 65.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Benefits: Same as Normal Retirement Benefit except years of service are determined at actual retirement.

Normal Form of Benefit

Life Annuity for unmarried participants. Actuarially equivalent Joint and 50% Survivor Annuity for married participants.

Actuarial Equivalent

Actuarial Equivalent means a form of benefit differing in time, period and/or manner of payment from another form of benefit but having the same value when computed based upon the following interest and mortality assumptions:

Interest: 8% per annum, compounded annually.

Mortality: Special rates per 10,000

Age	Factor
20	7
25	8
30	8
35	11
40	16
45	25
50	39
55	62
60	106
65	181

Optional Forms of Payment

A single lump sum, 100%, 75%, and 50% Joint and Survivor Annuity and the 10-year Certain and Life Annuity.

SCHEDULE SB ATTACHMENTS

Legacy CenturyLink Component – Hourly Plan

Coverage and Participation

Eligible employee: Hourly-rated employees (other than leased employees, employees covered by a collective bargaining agreement that does not provide for participation in this plan, or "casual employees" as categorized in the Employer's personnel policies) who have one year of service.

Non-represented hourly-rated employees hired on or after January 1, 2007 will participate under the CenturyLink Retirement Plan and will not be eligible for the Hourly Plan portion.

Employees entering the following bargaining units on or after the respective dates indicated will participate in the CenturyLink Retirement Plan and will not be eligible for the Hourly Plan portion.

Bargaining Unit	Effective Date
CWA 6171 Central	August 16, 2007
CWA 6171 Northwest	June 13, 2008
CWA 7906	May 1, 2008
IBEW 768[1]	May 1, 2008
IBEW 257	January 1, 2007
IBEW 1106	April 1, 2007
CWA 6301, 6310, 6311, 6312, 6373	March 13, 2008
CWA 4370	April 1, 2007
CWA 4671	February 3, 2007
IBEW 89[1]	September 1, 2008
CWA 7818[1]	September 1, 2008

[1] Transfers from IBEW 89, CWA 7818 or IBEW 768 will retain prior pension program if transferred after May 1, 2008.

Vesting

Any participant who terminated after 5 Years of Service is entitled to 100% of his Accrued Benefit.

Year of Vesting Service

Plan year with 1,000 or more hours.

SCHEDULE SB ATTACHMENTS

Year of Credited Service

Plan year in which Employee is credited with at least the number of Hours of Service in the customary work year applicable to such Employee. Partial years of Credited Service are granted on a pro-rata basis for years in which fewer hours are credited. One customary work year is 2,080 hours.

Compensation

The sum of (a) and (b):

a. Non-deferred compensation on W-2 except, overtime, differentials, premiums, or other similar types of payment.

b. Salary reduction amounts under a CODA or cafeteria plan.

Average Annual Compensation

Average of highest 60 consecutive calendar months of employment.

Normal Retirement Benefit

Eligibility: Age 65 and five years of plan participation.

Benefits: 1.35% of Average Annual Compensation multiplied by Credited Service.*

Minimum Benefits: The annual benefit shall not be less than the amount determined in accordance with the following table:

Years of Credited Service		Minimum Pension Amount
At Least	But Less Than	
15	20	$5,200
20	25	6,600
25	30	8,000
30	35	9,400
35	40	10,800
40	N/A	12,200

* For non-represented members, 1.35% of Average Annual Compensation as of the earlier of date of termination or December 31, 2010 multiplied by credited service as of December 31, 2006 plus 0.5% of Average Annual Compensation multiplied by credited service accrued after December 31, 2006 (limited to 30) plus 0.5% of Average Annual Compensation in excess of Social Security Covered Compensation multiplied by credited service accrued after December 31, 2006 (limited to 30). Credited service is frozen as of December 31, 2010 for determining the benefit amount.

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

Eligibility: For benefits accrued under the Hourly Plan formula, age plus Years of Credited Service total at least 76 with a minimum of 15 Years of Credited Service or 30 Years of Credited Service. For benefits accrued under the CenturyLink Retirement Plan formula, age 55 and 5 Years of Service.

Benefits: For benefits accrued under the Hourly Plan formula, Normal Retirement Benefit based on service and earnings at date of termination. If payments begin before Normal Retirement Date, the payments are reduced in accordance with the following table.

Age at Benefit Starting Date	Excess Benefit Percentage*
55 and over	100%
54	97
53	94
52	91
51	88
50	85
49 and younger	82

* Benefits are unreduced after 30 Years of Credited Service

For benefits accrued under the CenturyLink Retirement Plan formula, Normal Retirement Benefit based on service and earnings at date of termination. If payments begin before Normal Retirement Date, the payments are reduced in accordance with the following table (separate reductions apply to the base benefit and the excess benefits):

Age at Benefit Starting Date	Base Benefit Percentage	Excess Benefit Percentage
64	100%	92%
63	100	84
62	100	76
61	95	72
60	90	68
59	84	64
58	78	60
57	72	56
56	66	52
55	60	48

Minimum Benefits: See Table above.

SCHEDULE SB ATTACHMENTS

Disability Benefit

Eligibility: An employee with 15 or more Years of Credited Service shall be entitled to a disability retirement benefit if he becomes disabled and is receiving disability benefits under the Social Security Act.

Benefits: Benefits are the Normal Retirement Benefits, unreduced for early commencement.

Vested Benefits upon Termination of Service

Eligibility: A Participant's Vested Percentage will be 100% upon the completion of 5 Years of Vesting Service. Prior to the completion of 5 Years of Vesting Service, a Participant's Vested Percentage is zero, unless he was employed by the Company on March 31, 1992 or on July 1, 2009, in which case he is 100% vested.

Benefits: Normal retirement benefit based on service at date of termination.

Death Benefits for Participants in Active Service

Eligibility: Eligible for Deferred Vested Pension.

Benefits: 50% of reduced Early Retirement Benefit payable in Qualified Joint and Survivor form. If participant dies after becoming eligible for early retirement, reductions are based on Early Retirement table in 3 above. If participant dies prior to attaining early retirement eligibility, reductions are based on Deferred Vested table. If the participant dies from active service, the early retirement benefit is unreduced. Members of CWA Local 6171 are eligible for a lump sum distribution of this benefit, effective January 1, 2002.

Deferred Retirement

Eligibility: Employees who continue to work after Normal Retirement Age are entitled to a deferred retirement benefit.

Benefits: Same as Normal Retirement benefits except Years of Credited Service and Average Annual Compensation are determined at actual retirement.

Cost of Living Adjustment

Not applicable.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Minimum Benefits

Participants from previously merged plans have minimum benefits as follows: Contel – Contel frozen benefit at the Contel Transfer Date plus CenturyLink, Inc. benefit based on post-transfer service only.

Normal Form of Benefit

Life Annuity for unmarried participants. Actuarially equivalent 50 percent Joint and Survivor Annuity for married participants.

Optional Annuity Forms

For benefits accrued under the Hourly Plan formula, a single lump sum, 100 percent, 75 percent, 66 2/3 percent, 50 percent or 33 1/3 percent Joint and Survivor, or a 5-year or 10-year Certain Life.

Participants Contributions

No participant contributions are allowed other than contributions transferred from a previous plan as part of a merger.

Actuarial Equivalent

For conversions other than lump sum, actuarial equivalency is based on eight percent interest and RP 2000 Combined Healthy Mortality projected to 2010 by Projection scale AA using a blend of 70% male rates and 30% female rates for participants and a blend of 70% female rates and 30% male rates for beneficiaries.

For certain grandfathered lump sums, the largest lump sum under the following basis is provided:

2. 1971 TPF&C Forecast Mortality for males with ages set back two years and the six-month moving average yield of United States Treasury obligations with ten-year maturities.

3. 1971 TPF&C Forecast Mortality for males with ages set back two years and the PBGC Immediate Rate.*

4. Mortality Table specified by Revenue Notice 2008-85 and the segment rates for the fifth month preceding month of distribution.

* Basis (2) applies only to participants who were eligible for a service pension under the prior plans before January 1, 2000.

SCHEDULE SB ATTACHMENTS

Legacy CenturyLink Component – Salaried Plan

Coverage and Participation

Eligible employee: Salaried employees (other than leased employees, employees covered by a collective bargaining agreement that does not provide for participation in this plan, or "casual employees" as categorized in the Employer's personnel policies) who have one year of service.

There are no new Eligible Employees or Participants in the Salaried Plan after December 31, 2006.

Vesting

Any participant who terminated after 5 Years of Service is entitled to 100% of his Accrued Benefit. All participants who were active as of July 1, 2009 are entitled to 100% of their Accrued Benefit.

Year of Vesting Service

Plan year with 1000 or more hours.

Year of Credited Service

Plan year in which Employee is credited with at least the number of Hours of Service in the customary work year applicable to such Employee. Partial years of Credited Service are granted on a pro-rata basis for years in which fewer hours are credited. Credited Service is frozen in the Salaried Plan as of December 31, 2006.

Compensation

The sum of (a) and (b):

a. Non-deferred compensation on W-2 except, overtime, differentials, premiums, or other similar types of payment.

b. Salary reduction amounts under a CODA or cafeteria plan.

Average Annual Compensation

Average of highest 60 consecutive calendar months of employment.

Average Annual Compensation has been frozen as of December 31, 2010.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

Eligibility: Age 65 and five years of plan participation.

Benefits: Greater of (1) and (2) plus (3):

(1) i + ii

i. 1.15% of Average Annual Compensation as of the earlier of date of termination or December 31, 2010 not in excess of the Social Security Integration Level multiplied by Credited Service as of December 31, 2006.

ii. 1.45% of Average Annual Compensation as of the earlier of date of termination or December 31, 2010 in excess of the Social Security Integration Level multiplied by Credited Service as of December 31, 2006.

(2) 1.35% of Average Annual Compensation as of the earlier of date of termination or December 31, 2011 multiplied by Credited Service as of December 31, 2006.

(3) 0.5% of Average Annual Compensation multiplied by Credited Service accrued after December 31, 2006 (limited to 30) plus 0.5% of Average Annual Compensation in excess of Social Security Covered Compensation multiplied by Credited Service accrued after December 31, 2006 (limited to 30).

Early Retirement Benefit

Eligibility: For benefits accrued under the Salaried Plan formula, age plus Years of Credited Service total at least 76 with a minimum of 15 Years of Credited Service. For benefits accrued under the CenturyLink Retirement Plan formula, age 55 and 5 Years of Service.

Benefits: For benefits accrued under the Salaried Plan formula, Normal Retirement Benefit based on service and earnings at date of termination. If payments begin before Normal Retirement Date, the payments are reduced in accordance with the following table:

Age at Benefit Starting Date	Excess Benefit Percentage
55 and over	100%
54	97
53	94
52	91
51	88
50	85
49 and younger	82

SCHEDULE SB ATTACHMENTS

For benefits accrued under the CenturyLink Retirement Plan formula, Normal Retirement Benefit based on service and earnings at date of termination. If payments begin before Normal Retirement Date, the payments are reduced in accordance with the following table (separate reductions apply to the base benefit and the excess benefits):

Age at Benefit Starting Date	Base Benefit Percentage	Excess Benefit Percentage
64	100%	92%
63	100	84
62	100	76
61	95	72
60	90	68
59	84	64
58	78	60
57	72	56
56	66	52
55	60	48

Disability Benefit

Eligibility: An employee with 15 or more Years of Credited Service shall be entitled to a disability retirement benefit if he becomes disabled and is receiving disability benefits under the Social Security Act.

Benefits: Benefits are the Normal Retirement Benefits, unreduced for early commencement.

Death Benefits for Participants in Active Service

Eligibility: Eligible for Deferred Vested Pension.

Benefits: 50% of reduced Early Retirement Benefit payable in Qualified Joint and Survivor form. If participant dies after becoming eligible for early retirement, reductions are based on Early Retirement table in 3 above. If participant dies prior to attaining early retirement eligibility, reductions are based on Deferred Vested table. If the participant dies from active service, the early retirement benefit is unreduced.

Deferred Retirement

Eligibility: Employees who continue to work after Normal Retirement Age are entitled to a deferred retirement benefit.

Benefits: Same as Normal Retirement benefits except Years of Credited Service and Average Annual Compensation are determined at actual retirement.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Social Security Integration Level

The average annual wages (rounded to the next lower multiple of $100) with respect to which primary benefits would be provided under the Social Security Act for a male worker attaining age 65 in the calendar year of the Employee's retirement or other termination of employment.

Minimum Benefits

Participants from previously merged plans have minimum benefits as follows:

- Contel – Contel frozen benefit at the Contel Transfer Date plus CenturyTel, Inc. benefit based on post-transfer service only.

Normal Form of Benefit

Life Annuity for unmarried participants. Actuarially equivalent 50 percent Joint and Survivor Annuity for married participants.

Optional Annuity Forms

For benefits accrued under the Salaried Plan formula, a single lump sum, 100 percent, 75 percent, 66 2/3 percent (through March 31, 2007 only), 50 percent or 33 1/3 percent (through December 31, 2010 only) Joint and Survivor, or a 5-year Certain Life (through March 31, 2009) or 10 year Certain and Life.

Participants Contributions

No participant contributions are allowed other than contributions transferred from a previous plan as part of a merger.

Actuarial Equivalent

For conversions other than lump sum, actuarial equivalency is based on 8 percent interest and RP2000 Combined Healthy Mortality projected to 2010 by Projection Scale AA using a blend of 70% male rates and 30% female rates for participants and a blend of 70% female rates and 30% male rates for beneficiaries.

SCHEDULE SB ATTACHMENTS

For certain grandfathered lump sums, the largest lump sum under the following basis is provided:

1. 1971 TPF&C Forecast Mortality for males with ages set back two years and the six-month moving average yield of United States Treasury obligations with ten-year maturities.

    a. 1971 TPF&C Forecast Mortality for males with ages set back two years and the PBGC Immediate Rate.*

2. Mortality table specified by Revenue Notice 2008-85 and the segment rates for the fifth month preceding month of distribution.

* Basis (2) applies only to participants who were eligible for a service pension under the prior plan before January 1, 2000.

SCHEDULE SB ATTACHMENTS

PARTICIPANTS OF THE LEGACY EMBARQ COMPONENT PLAN

Coverage and Participation

All regular employees of participating companies are covered by the Plan upon meeting the membership eligibility requirements below.**Error! Reference source not found.**

Membership continues in this Plan if an employee was a member of the Sprint Retirement Pension Plan on May 17, 2006. The effective date of the Plan is May 18, 2006. Former members of the United System Employee Retirement Plan and US Sprint Communications Company Pension Plan became participants on December 31, 1989. Former Centel employees became participants on December 31, 1993. Otherwise, effective May 18, 2006, an employee becomes a member on the first day of the calendar month coincident with or next following the date he completes one year of continuous service. Part-time employees must work 1,000 hours and 12 consecutive months to become members.

The Plan has been frozen to non-represented employees hired after December 31, 2010.

“Former Centel Union Employees” become participants in the plan on the date on which they become employees.

Definitions

Continuous Service *means all service rendered as an employee prior to the later of his normal retirement date or date of termination of employment. Continuous service is measured in nearest full years for non-union employees, and measured in hours of service for union employees.*

Credited Service *means all service rendered as an employee prior to the later of his normal retirement date or date of termination of employment. Credited service is measured in years and months for non-union employees and measured in hours of service for union employees.*

Compensation *means regular remuneration plus commissions and, effective December 31, 1993, incentive pay payable under defined incentive pay programs including any pre-tax elective deferrals under the savings plans.*

Average pre-1990 Compensation *means the average annual compensation of an employee during the last sixty consecutive months before January 1, 1990, with compensation defined as of that date.*

Average pre-1994 Compensation *means the average annual compensation of an employee during the last sixty consecutive months before January 1, 1994.*

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Average Final Compensation *means the average annual compensation of an employee, during the 60 consecutive months out of the last 120 months in which he was actually working, but no later than December 31, 1999, affording the highest such average.*

Commencement Date *means the date at which a provision of the Plan becomes effective with respect to a specific group of employees.*

New Covered Compensation *means the average of the taxable wage bases in effect under Title II of the Federal Social Security Act for each year during the 35-year period ending with the year the employee attains Social Security Retirement Age (or the year before Social Security Retirement Age if before 1995), assuming no increase in the taxable wage base after the calendar year of his termination of employment or retirement date.*

Covered Compensation *means the average of the taxable wage bases in effect under Title II of the Federal Social Security Act prior to the 1977 amendments for each year with respect to which benefits would be calculated for a male employee attaining age 65 assuming no increase in the taxable wage base after the calendar year of his termination of employment or retirement date.*

Social Security Integration Level *means, based on the calendar year of retirement or termination, the average of the taxable wage bases under Title II of the Federal Social Security Act for an employee attaining Social Security Retirement Age in that calendar year.*

United Transferred Employee *means an employee who transferred from United Telecom to US Sprint Communications Company after June 30, 1986 and prior to January 1, 1990.*

GTE Transferred Employee *means an employee who transferred from GTE Corporation to US Sprint Communications Company after June 30, 1986 and prior to January 1, 1990.*

Former Centel Non-Union Employee *means an employee who was a member of the Centel Retirement Pension Plan prior to January 1, 1994 who was not covered by a collective bargaining agreement.*

Former Centel Union Employee *means an employee who was a member of a collective bargaining unit as described in the Centel Union Plan.*

Centel Career Average Compensation *means average monthly compensation for the period beginning January 1, 1985 and ending on December 31, 1993.*

SCHEDULE SB ATTACHMENTS

Centel Average Final Compensation *means average monthly compensation during the 60 consecutive months in which the employee received the greatest amount of Compensation during the 180-month period ending December 31, 1989.*

Normal Retirement Benefit

Normal Retirement Date: The later of (a) the first of the month coinciding with or following the member attaining age 65, (b) his completion of five years of continuous service or, if earlier, the fifth anniversary of the time he became a member, provided he is employed by the company at that time.

Benefit Formula: Union benefits are applicable under certain collectively bargained agreements to members represented by such agreements; otherwise, non-union benefits are applicable. The Plan specifies procedures to follow in determining the applicable benefit for members who transfer from one status to another.

Amount of Non-Union Benefit: A member's annual normal retirement allowance is equal to the greater of (a) or (b) as follows:

(a) (i) the sum of 1.5% times compensation for each year of credited service after December 31, 1989, plus

(ii) the product of

(1) 1.5% of the member's average pre-1990 compensation, and

(2) credited service through December 31, 1989.

(b) (i) the sum of 1.5% times compensation for each year of credited service after December 31, 1993, plus

(ii) the product of

(1) 1.5% of the member's average pre-1994 compensation, and

(2) credited service through December 31, 1993.

The accrued Non-Union Benefit is frozen as of December 31, 2010.

SCHEDULE SB ATTACHMENTS

Amount of Union Benefit: A member's annual normal retirement allowance is equal to the applicable monthly benefit unit per year of service for a member age 65 multiplied by his credited service multiplied by 12. The monthly benefit unit, specified in the collective bargaining agreement, varies by wage schedule.

Normal Form of Benefit

If the member is not married on his date of retirement, the benefit is payable for life, with no benefit payable upon his death.

If the member is married on his date of retirement, the normal form of benefit is an actuarially reduced benefit payable for his life, with the provision that after his death an allowance at one-half the rate of his reduced allowance will be continued during the life of and paid to his spouse if she survives him. The reduced allowance is determined in such a way that the total benefit is of equivalent value to the annuity described above for an unmarried member.

If the value of the equivalent actuarial benefit is less than $1,000, the plan will make a single lump sum payment.

Early Retirement Benefit

Eligibility: Any member who has reached age 55 may retire on an early retirement allowance provided he has completed ten years of continuous service.

Benefit: Amount of Non-Union Benefit – A member's annual early retirement allowance is equal to the greater of (a) or (b) as follows:

(a) (i) the sum of 1.5% times compensation for each year of credited service after December 31, 1989, plus

(ii) the product of

(1) 1.5% of the member's average pre-1990 compensation, and

(2) credited service through December 31, 1989.

(b) (i) the sum of 1.5% times compensation for each year of credited service after December 31, 1993, plus

(ii) the product of

(1) 1.5% of the member's average pre-1994 compensation, and

(2) credited service through December 31, 1993.

The accrued Non-Union Benefit is frozen as of December 31, 2010.

Such benefit is reduced by 5/12 of 1% for each month by which his retirement date precedes his normal retirement date. For calendar years from 1986 to 2000, a table of enhanced early retirement reduction factors applies to employees retiring at or after age 60.

Amount of Union Benefit: A member's annual early retirement allowance is equal to the applicable monthly benefit per year of service, based on his age at retirement, multiplied by his credited service multiplied by 12. The applicable monthly benefit unit per year of service includes a reduction for early commencement.

SCHEDULE SB ATTACHMENTS

Special Early Retirement Benefit

Eligibility: Any member whose age last birthday and credited service total 75 may retire on a special early retirement allowance provided:

i. his continuous service is broken by reason of a permanent shutdown of a plant, site, installation or department thereof, or

ii. he is unfit mentally or physically to perform his duties in a satisfactory manner, or

iii. his job no longer exists due to any cause and he is not offered other employment by the Company.

Benefit: Amount of Non-Union Benefit – The annual special early retirement allowance is equal to the early retirement non-union allowance prior to reduction for early payment reduced by 5/24 of 1% for each month by which the retirement date precedes the normal retirement date. The minimum special early retirement allowance is equal to the minimum early retirement allowance.

Amount of Union Benefit: The annual special early retirement allowance is equal to the applicable monthly benefit unit per year of service for a member age 65 on the date of retirement multiplied by his credited service multiplied by 12, reduced by 5/24 of 1% for each month by which the retirement date precedes his normal retirement date.

Disability Retirement Benefit

Eligibility: A member who has completed ten years of continuous service, who qualifies for a Social Security disability benefit and who is found to be totally and permanently disabled may be retired on a disability retirement allowance.

Benefit: Amount of Non-Union Benefit – The annual disability retirement allowance payable upon retirement at the disability retirement date is equal to the annual early retirement non-union allowance prior to reduction for early payment.

Amount of Union Benefit: The annual disability retirement allowance payable upon retirement at the disability retirement date is equal to the annual normal retirement union allowance determined as if the member were age 65 on his termination of employment.

SCHEDULE SB ATTACHMENTS

Vested Benefits Upon Termination of Service

Vesting: Five years of continuous service.

Termination of Benefit: Amount of Non-Union Benefit – A member's deferred vested retirement allowance equals the greater of (a) or (b) as follows:

(a) (i) the sum of 1.5% times compensation for each year of credited service after December 31, 1989, plus

(ii) the product of

(1) 1.5% of the member's average pre-1990 compensation as of December 31, 1989, and

(2) credited service through December 31, 1989.

(b) (i) the sum of 1.5% times compensation for each year of credited service after December 31, 1993, plus

(ii) the product of

(1) 1.5% of the member's average pre-1994 compensation, and

(2) credited service through December 31, 1993.

The accrued Non-Union Benefit is frozen as of December 31, 2010.

A member who terminates before his 55th birthday with ten years of continuous service may elect to receive a deferred vested retirement allowance upon attaining age 55 of equivalent actuarial value to the benefit described above.

Amount of Union Benefit: The annual deferred vested retirement allowance commencing at age 65 is equal to the applicable monthly benefit unit per year of service for a member age 65 on the date of retirement multiplied by 12. A member who terminates before his 55th birthday with ten years of continuous service may elect to receive a deferred vested retirement allowance upon attaining age 55 of equivalent actuarial value to the benefit described above.

SCHEDULE SB ATTACHMENTS

Death Benefits

Eligibility: The surviving spouse of a member who dies after January 1, 1985 will be entitled to a benefit under the following conditions:

a. The member and his spouse had been married for at least a year at the date of death; and

b. The member was an active employee and had at least five years of continuous service at his date of death, or the member was a terminated vested member.

Benefit: Amount of Non-Union Benefit – In the event of an active member's death before retirement, the spouse's allowance is equal to the benefit which the spouse would have been paid had the member retired on an early retirement non-union allowance with the 50% joint and survivor form of benefit on the first day of the month preceding his date of death. If the active member had not yet attained age 55, the reductions for early commencement and joint and survivor form of payment shall be those which would have applied at age 55.

In the event of a terminated vested employee's death before commencement of benefits, the spouse's allowance, payable at the date the employee would have been age 55 or the date of death if later, is equal to 50% of the 50% joint and survivor deferred vested benefit with actuarial reduction for early commencement and the joint and survivor form of payment based on the date payments commence.

Amount of Union Benefit: In the event of the active member's death before commencement of benefits, the spouse's allowance is equal to the benefit which would have been payable had the member retired on an early retirement union allowance with the 50% joint and survivor form of benefit on the first day of the month preceding his date of death. If the active member had not yet attained age 55, the monthly benefit unit per year of service and the joint and survivor factor shall be those which would have applied at age 55.

In the event of a terminated vested employee’s death, before commencement of benefits, the spouse's allowance, payable at the date the employee would have been age 55 or the date of death if later, is equal to 50% of the 50% joint and survivor deferred vested benefit with actuarial reduction for early commencement and the joint and survivor form of payment based on the date payments commence.

Minimum Benefits From Predecessor Plans (United, US Sprint, GTE, and Centel) for Certain Active Members

United Plan Member or United Transferred Employee on December 31, 1989: The minimum benefit for a non-union member equals:

(i) 1.2% of his average final compensation multiplied by his credited service prior to January 1, 2000, plus

(ii) 35% of his average final compensation in excess of new covered compensation, multiplied by credited service prior to January 1, 2000, or if a member prior to January 1, 1987, and if greater, .25% of his average final compensation in excess of covered compensation multiplied by the lesser of the number of years of credited service he would have had at normal retirement (if he terminated prior to normal retirement) or 15, further multiplied by the ratio of his credited service prior to January 1, 2000 to the number of years of credited service he would have had at normal retirement.

Reductions for early commencement and forms of benefits other than life only are the same as indicated above. An additional minimum applies if a member is age 60 or over, and eligible for early or special early retirement. This minimum benefit is equal to 1% of the member's average final compensation multiplied by his credited service prior to January 1, 2000.

This benefit calculation is frozen as of December 31, 1999.

US Sprint Communications Company Pension Plan Member on December 31, 1989

The minimum benefit equals the accrued benefit under the US Sprint Plan as of December 31, 1989. Reductions for early commencement and forms of benefit other than life are based on the factors in the US Sprint Plan and the age at benefit commencement.

GTE Transferred Employee on December 31, 1989

The GTE minimum benefit equals the greater of (i) or (ii) as follows:

(i) 1.35% times average final compensation prior to July 1, 1996 times credited service prior to July 1, 1996, or

(ii) credited service prior to July 1, 1996 multiplied by the sum of (1) and (2):

(1) 1.15% times average final compensation prior to July 1, 1996 and below the Social Security Integration Level plus,

(2) 1.45% times such average final compensation above the Social Security Integration Level.

SCHEDULE SB ATTACHMENTS

Reductions for early commencement are based on the following schedule if the member's age and service equal at least 76 (provided the member has at least 15 years of credited service):

Age	Reduction
49 or younger	18%
50 – 54	1/4% per month from age 55
55 or older	0%

Reductions for alternate forms of benefits are based on the factors in the US Sprint Communications Company Pension Plan.

Former Centel Non-Union Employee

The Centel minimum benefit equals the sum of (i) and (ii) as follows:

(i) 1.7% times Centel Career Average Compensation times credited service on or after January 1, 1985 and prior to January 1, 1994.

(ii) the sum of (1) and (2) as follows:

(1) 1.125% times the portion of Centel Average Final Compensation that is not in excess of $750, all multiplied by credited service as of December 31, 1984.

(2) 1.5% times the portion of Centel Average Final Compensation that exceeds $750, all multiplied by credited service as of December 31, 1984.

Certain employees will be eligible for additional minimum benefits due to service as an IBEW Business Manager, service with the Centel Telephone Company of Ohio, or participation in prior Centel plans.

For employees retiring at age 55 or later, these benefits are unreduced for commencement at ages 60 and later and reduced by 0.3% for each month by which benefit commencement precedes age 60.

Former Centel Union Employee

The Centel minimum benefit equals credited service times the dollar amount for the applicable pension band under the Centel Union Plan.

Certain employees will be eligible for additional minimum benefits due to service as an IBEW Business Manager or participation in prior Centel plans.

SCHEDULE SB ATTACHMENTS

Benefits commencing before age 65 will be reduced by 5/12% for each month by which benefit commencement precedes age 65. However, for employees with 30 or more years of service, benefits are unreduced for commencement at ages 60 and later.

Effective January 1, 2000, certain Centel unions have frozen the benefits, which are payable unreduced upon retirement for employees with 30 or more years of service and age 60 and older. Shown below are the affected unions and the date as of which the benefit level for unreduced retirement is frozen.

Union	Freeze Date
CWA 2277	May 16, 1999
CWA 3672	May 26, 1999
IBEW 1181	March 16, 1997
IBEW 1537	February 11, 2000
CWA 6174	September 30, 1998
CWA 1496 (Commercial)	March 28, 2003
CWA 1496 (Plant)	March 1, 1997 (new employees)

Maximum Benefits

The maximum pension is subject to the conditions of IRC Section 415, payable as a qualified joint and survivor benefit in the case of retirement at the social security retirement age. It is actuarially increased if retirement occurs later and actuarially reduced if retirement occurs earlier. Additional limitations apply if the member has less than ten years of participation and if contributions were made under any defined contribution plan in which the member participates.

Optional Forms

A single lump sum, 100%, 75%, and 50% Joint and Survivor Annuity and the 10 year Certain and Life Annuity. Other grandfathered forms are available to some participants.

SCHEDULE SB ATTACHMENTS

Appendix Amendments

The benefits of several predecessor plans are provided under appendix amendments. These benefits are restricted to members who were covered under the predecessor plans.

Assets and liabilities associated with the former Wintel Group, Quincy Telephone Company, United Business Communications, Inc., Unitel, Calma Company, Information Systems of America, Uniwatch, Inc., United Computing International, Inc., United Communications Systems, Inc. and United Transmission, Inc. are included with those for United Telecommunications, Inc. In each case, liabilities are limited to the frozen Plan benefits accrued at the time each company ceased to participate in the Plan. Such frozen benefits have been estimated in certain cases.

The valuation reflects minimum benefits for employees of Carolina Telegraph and Telephone Company as of July 1, 1975 as guaranteed under Appendix P and for employees of Florida Telephone Corporation as of March 1, 1974 as guaranteed under Appendix W and minimum benefits for employees who have Winter Park or On-Line account balances under Appendix Z or BB. The accrued Non-Union Benefits under all Appendices are frozen as of December 31, 2010.

Plan Participant's Contributions

None. All contributions required to support the Plan are made by the Company.

SCHEDULE SB ATTACHMENTS

Legacy Embarq Component – Madison River Plan

Coverage and Participation

Each Employee becomes a Participant on the Plan Entry Date on or next following the later of attainment of age 21 years and completion of a Qualifying Year of Service. On or after the Benefit Accrual Freeze date only those employees covered under a collective bargaining agreement may meet the eligibility requirements for participants. Participation in the plan is frozen as of February 28, 2003.

Benefit Accrual Freeze

Benefit accruals were frozen effective February 28, 2003 for all participants except those covered by a Collective Bargaining agreement. Benefit accruals for the participants covered by Collective Bargaining agreements were frozen December 31, 2005 for the Pekin and Galesburg locations and January 31, 2006 for the Dixon location. No service or compensation after the freeze date is included in the calculation of a participant's benefit.

Benefit Service

Madison River Communications Corp.

Prior to January 1, 1976, benefit service includes all of an Employee's full calendar years of continuous employment on January 1, 1976. On and after January 1, 1976, one Year of Benefit Service is earned upon the completion of one thousand (1,000) or more Hours of Service. For those Employees of the Gallatin River division, Service for both the Collective Bargaining and Non-Bargaining units prior of November 1, 1998 will not be included for benefit accrual purposes, but will be included for eligibility and vesting.

Coastal Utilities, Inc.

All Plan Years with 1,000 or more Hours of Service.

Vesting Service

Article I. All participants shall be vested under the 5-year cliff vesting rules.

Article II. All participants shall be 100% vested upon attainment of their Normal Retirement Date.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Article III. All participants shall be 100% vested upon attainment of their Disability Retirement Date.

Career Average Compensation/Salary

Madison River Communications Corp.

Definition: Compensation is the total compensation received by the Participant for the prior calendar year, including any amount deferred under a qualified 401(k), 403(b), 125 plan, or any other qualified cash or deferred arrangement. Excluded are moving expenses, automobile allowances, taxable values of employer paid group term life insurance, and any other special forms of payment.

Averaging: The Career Average Compensation is the average of Participant's Compensation earned for each Year of Credited Service. For Service prior to January 1, 1998, the total Compensation for Plan Year Ending December 31, 1997 will be used. For service after January 1, 1998, the Compensation earned for each Plan Year will be used.

Coastal Utilities, Inc.

Definition: Compensation is the total compensation received by the Participant for the prior calendar year, including bonuses, overtime, commissions, and compensation for services on the basis of a percentage of profits, tips, and any amount deferred under a qualified 401(k), 403(b), 125 plan. Excluded are amounts for other fringe benefits, moving expenses, automobile allowances, taxable values of employer paid group term life insurance, and any other special forms of payment.

Averaging: Career average salary.

Normal Retirement Eligibility

Madison River Communications Corp.

The Normal Retirement Date for each Participant is the first of the month coincident with or next following the earlier of the attainment of age 65, but not earlier than the 5 year anniversary of Plan participation.

Coastal Utilities, Inc.

The Normal Retirement Date for each Participant is the first of the month coincident with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Normal Retirement Benefit

Madison River Communications Corp.

The amount of Normal Retirement Benefit payable according to the Normal Annuity Form chosen is calculated as follows:

1.25% of Career Average Compensation multiplied by Years of Benefit Service (max 35 years).

For Gallatin River Employees involved in Collective Bargaining Agreement, the benefit is the Employees applicable Band classification multiplied by their Years of Benefit Service after January 1, 1999.

Effective January 1, 2001 and after:

Location-Dixon
Band 1 $31.14
Band 2 $48.23

Location-Pekin
Band 1 $34.55
Band 2 $50.16

Location-Galesburg
Band 1 $36.47
Band 2 $48.08

For Bargaining Unit Employees who move from a lower Band classification to a higher Band classification, the Employee must be in the higher classification for three (3) years before all of his/her Benefit Service can be counted at the higher level.

For Bargaining Unit Employees who move from a higher Band classification to a lower classification, the benefit will be the greater of (1) the benefit calculated by using all of the Benefit Service, multiplied by the pension band amount as of the Accrual Date or (2) the cumulative total of each separate period of Benefit Service spent in each different band, multiplied by the applicable band amounts. The dollar amount of the higher pension Band will remain frozen unless the Employee is again assigned to a higher pension Band.

SCHEDULE SB ATTACHMENTS

Minimum Benefit

For Mebtel Communication Employees who were Participants in the Mebtel Communications Employees' Pension Plan as of December 31, 1997, each Participant is entitled to a minimum benefit under the prior Plan using Average Compensation from 1993 to 1997.

Late Retirement

Eligibility is the first of the month on or next following the actual date the Participant terminates employment after Normal Retirement Date. The Benefit is based on service and final average compensation as of the actual retirement date or actuarial equivalent of Normal Retirement Benefit, if greater.

Coastal Utilities, Inc.

The amount of annual retirement benefit according to the Normal Form is calculated as follows:

1.35% of Final Average Compensation (FAC) multiplied by Years of Benefit Service as of December 31, 2000, plus 0.5 0% of such FAC in excess of the 2000 Covered Compensation multiplied by Years of Benefit Service (maximum 35) as of December 31, 2000, plus

1.25% of Career Average Compensation (CAC) multiplied by Years of Benefit Service as of December 31, 2000.

Final Average Compensation is high 5 consecutive calendar year average from date of employment to December 31, 2000. Career Average Compensation is average of all calendar years of compensation after December 31, 2000.

Covered compensation is the average of Social Security Taxable Wage Base for the 35-year period ending at the Participant's Social Security retirement age.

Accrued Benefits

The Monthly Accrued Benefit, with respect to the formula above, as of any date, is calculated using actual Benefit Service and Compensation as of the date of determination (not later than the freeze date).

Early Retirement Eligibility

Eligibility is contingent upon the attainment of age 55 and the completion of 10 Years of vesting service.

SCHEDULE SB ATTACHMENTS

Early Retirement Benefit

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

Madison River Communications Corp.

The reduction is one-one hundred eightieth (1/180) for each of the first sixth (60) months and one-three hundred sixtieth (1/360) for each of the next sixty (60) months by which the benefit commences prior to Normal Retirement Date.

Coastal Utilities. Inc.

The amount of the monthly early retirement benefit is the Participant's Accrued Benefit reduced to reflect the early commencement of payments. The reduction is one-one hundred eightieth (1/180) for each of the first sixty (60) months and one-three hundred sixtieth (1/360) for each of the next sixty (60) months by which the benefit commences prior to Normal Retirement Date.

Disability Retirement Eligibility

Madison River Communications Corp.

A Participant may retire on the first day of any month prior to Normal Retirement Date if he or she qualifies for any Employer sponsored disability benefits under an existing LTD Plan.

The Disability Benefit is determined as of the Disability Retirement Date. If the Participant is receiving a long-term disability benefit, Plan benefits will be deferred until the earlier of the Normal Retirement Date or when the long-term disability benefits terminate.

Coastal Utilities. Inc.

A Participant may retire on the first day of any month prior to Normal Retirement Date if he or she becomes unable to complete the job requirements due to physical or mental impairment and qualifies for total disability under the Federal Social Security Act. The condition must continue for six consecutive months.

SCHEDULE SB ATTACHMENTS

Disability Retirement Benefit

Madison River Communications Corp.

Accrued Benefit as of the Disability Retirement Date.

Vested Benefits upon Termination of Service

The vested benefit shall be the vested portion of the Accrued Benefit as of the date of determination.

Death Benefit

Madison River Communications Corp.

If an active or terminated Participant is vested at the date of death, the Surviving Spouse will receive, at what would have been the Participant's Earliest Retirement age, a benefit computed assuming the Participant had terminated on the date of death and had elected a 50% Joint and Survivor Option at the Earliest Retirement Age.

If a Participant has completed the requirements for Early or Normal Retirement and dies prior to actual retirement, the Surviving Spouse will receive a benefit computed assuming the Participant had retired on the first of the month on or next following the date of death and had elected a Joint and Survivor option with one-half of the initial amount continued to the Spouse as Contingent Annuitant.

Coastal Utilities. Inc.

If an active or terminated Participant is vested at the date of death, the Surviving Spouse will receive, at what would have been the Participant's Earliest Retirement Date, a benefit computed assuming the Participant had terminated on the date of death and had elected a 50% Joint and Survivor Option at the Earliest Retirement Age.

If a Participant has completed the requirements for Early or Normal Retirement and dies prior to actual retirement,, the Surviving Spouse will receive a benefit computed assuming the Participant had retired on the first of the month on or next following the date of death and had elected a Joint and Survivor option with one-half of the initial amount continued to the Spouse as Contingent Annuitant.

Prior to a Participant's Retirement Date, beneficiaries may receive a lump sum equal to 100 times the December 31, 2000 Accrued Benefit.

SCHEDULE SB ATTACHMENTS

Optional Forms of Retirement Income in Lieu of Normal Form

Madison River Communications Corp.

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

- A monthly benefit is paid to the Participant for life, with no further benefits after death.
- A reduced benefit is paid to the participant while the participant and the designed contingent annuitant are both living, with such benefit (50%, 75% or 100% of such benefit thereof) continued after death for the subsequent lifetime of the Surviving Spouse.
- A reduced benefit is paid to the Participant for life, with 120, 180 or 240 monthly payments guaranteed. If the Participant dies within the guarantee period, the payments continue to a beneficiary until 120, 180 or 240 have been paid.
- A lump sum payment of the Actuarial Equivalence of the Participant's retirement benefit.

The Normal Form of payment is Life Annuity. For Mebtel Employees, the Normal Form of payment is a Ten (10) Year Certain and Life Annuity. Unless the participant has elected an option above, it is automatically assumed that a married participant has elected a Joint and Last Survivor option with one-half of the initial amount continued to the spouse upon the participant's death.

Coastal Utilities. Inc.

Under the Normal Form of payment, a Participant's retirement annuity is payable monthly for life, without further payments after death. A Participant may elect to receive the annuity under one of the following actuarially equivalent optional modes:

- A monthly benefit is paid to the Participant for life, with no further benefits after death.

- A reduced benefit is paid to the participant while the participant and the designed contingent annuitant are both living, with such benefit (50%, 75% or 100% of such benefit thereof) continued after death of either party, payable for the subsequent lifetime of the survivor.

- A reduced benefit is paid to the Participant for life, with 120, 180 or 240 monthly payments guaranteed. If the Participant dies within the guarantee period, the payments continue to a beneficiary until 120, 180 or 240 have been paid.

- A lump sum payment of the Actuarial Equivalence of the Participant's Normal Retirement Benefit.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

The Normal Form of payment is Life Annuity. Unless the participant has elected an option above, it is automatically assumed that a married participant has elected a Joint and Last Survivor option with one-half of the initial amount continued to the surviving spouse as contingent annuitant.

Plan Participants' Contributions

Not applicable.

SCHEDULE SB ATTACHMENTS

PARTICIPANTS OF THE QWEST COMPONENT PLAN – FOR MANAGEMENT EMPLOYEES

Coverage and participation

Management employees at participating companies with at least one year of service prior to 12/31/2009.

Normal retirement benefit for protected participants

1. Eligibility: Five years of service and Protected. Employees are protected if they had 20 years of eligible service on or before 12/31/2000 or were service pension eligible by 12/31/2003. Service pension eligible is age 65 and 10 years of service or age 60 and 15 years of service or age 55 and 20 years of service or age 50 and 25 years of service or any age and 30 years of service.

2. Benefit Amount: Employees with age plus service at 1/1/1997 of 55 or more are considered Grandfathered and will receive the greater of benefits calculated under formulas A and B below. All other employees will receive the greater of the benefit accrued under Formula A as of 12/31/1996 and the benefit calculated under Formula B.

    a. Note: Formula A produces an annual single life annuity value and Formula B produces a lump sum value. For comparison, one of the values will have to be converted to the other form.

3. Formula A Calculation

    a. 1.25% times Final Average Compensation (FAC) prior to 1/1/2010 up to Social Security Covered Compensation (SSCC). FAC is defined as the highest consecutive 60 months average earnings out of the last 120 months.

    b. 1.5% times FAC in excess of SSCC.

    c. The sum of (a) and (b) multiplied by service prior to 1/1/2010 up to 35 years.

    d. (c) plus 1.25% times FAC times service prior to 1/1/2010 in excess of 35 years.

4. Formula B Calculation

   a. Annual credits are granted based on the following table for service prior to 1/1/2010:

Age	Credits
Under 30	2.0%
30-34	4.0%
35-39	6.0%
40-44	8.0%
45-49	12.0%
50-54	16.0%
55 and over	18.0%

   The credits are prorated by month and provided at the highest rate applicable for that month.

   b. Sum of Annual Credits times FAC prior to 1/1/2010 up to Social Security Taxable Wage Base. FAC is defined as the highest consecutive 60 months average earnings out of the last 120 months.

   c. FAC in excess of 50% of Social Security Taxable Wage Base times Sum of Annual Credits times 25%.

   d. Account Balance is the sum of (b) and (c).

5. Payment of Benefit if Formula A is used:

   a. Immediate Annuity – If service pension eligible, amount payable is Retirement Benefit reduced by 6% per year prior to age 55 (3% if 30 or more years of service).

   b. Deferred Annuity – Retirement Benefit payable at age 65 actuarially reduced for early commencement.

   c. Immediate Lump Sum – If service pension eligible, lump sum is actuarial equivalent of deferred annuity using subsidized factors; otherwise, lump sum is actuarial equivalent.

6. Payment of Benefit if Formula B is used:

   a. Immediate Annuity – Amount equal to actuarial equivalent of Account Balance.

   b. Deferred Annuity – Amount equal to actuarial equivalent of Account Balance.

   c. Immediate Lump Sum – Amount equal to Account Balance.

SCHEDULE SB ATTACHMENTS

Account balance formula benefit for non-protected participants

1. Eligibility: One year of service and not Protected as defined above in the Normal Retirement Benefit description.

b. Account Balance: At the end of each year prior to 1/1/2010, an amount equal to 3% of eligible compensation is credited to the Account Balance. At the end of the following year, the Account Balance from the previous year is increased with an interest credit based on the Treasury Rate (average of 30-Year Treasury Bond rates during August through December preceding such year).

c. Vesting – Immediate if hired prior to 12/31/2008, three years if hired after 12/31/2008.

Frozen benefit

(3) Eligibility: One year of service and not Protected as defined above in the Normal Retirement Benefit description.

(4) Benefit: Employees that are Grandfathered as defined above receive the larger of Formula A and B from Normal Retirement Benefit description, calculated with service as of December 31, 2000 and HAE as of December 31, 2009.

Employees not Grandfathered receive the larger of Formula A calculated with service and HAE as of December 31, 1996 and Formula B calculated with service as of December 31, 2000 and HAE as of December 31, 2009.

3. Payment of Benefit if Formula A is used:

a. Immediate Annuity – If service pension eligible, amount payable is Retirement Benefit reduced by 6% per year prior to age 55 (3% if 30 or more years of service).

b. Deferred Annuity – Retirement Benefit payable at age 65 actuarially reduced for early commencement.

c. Immediate Lump Sum – If service pension eligible, lump sum is actuarial equivalent of deferred annuity using subsidized factors; otherwise, lump sum is actuarial equivalent.

d. Payment of Benefit if Formula B is used:

a. Immediate Annuity – Amount equal to actuarial equivalent of Account Balance.

b. Deferred Annuity – Amount equal to actuarial equivalent of Account Balance.

c. Immediate Lump Sum – Amount equal to Account Balance.

SCHEDULE SB ATTACHMENTS

Benefit at termination due to disability

e. Eligibility: Disablement after vesting.

f. Benefit: The benefit for termination due to disability is the Normal Retirement Benefit adjusted for early commencement as of the date of termination or benefit commencement date.

Pre-retirement survivor benefit

g. Eligibility: Death after vesting.

h. Benefit Payable:

Formula A: If applicable, spouse will receive the greater of the benefit calculated under the 50% joint and survivor annuity option or 45% of the pension accrued to date payable immediately and unreduced.

Formula B: If applicable, spouse or beneficiary will receive entire account balance or an annuity that is equivalent in value to the account balance.

Account Balance Formula: If applicable, spouse or beneficiary will receive entire account balance or an annuity that is equivalent in value to the account balance.

Sickness death benefit

i. Eligibility: Death as an active employee who has a mandatory beneficiary. Must have a Term of Employment date prior to March 1, 1993.

j. Benefit Payable to Beneficiary: Lump sum payment equal to annual pay at earlier of retirement or February 28, 1993.

Normal form of benefit

For married participants, the normal form is a reduced pension annuity with 50% of the reduced amount payable to the surviving spouse upon the death of the employee. If the spouse of a service pensioner dies first, the pension is restored to its unreduced value.

For single participants, the normal form is a pension payable as a single life annuity.

SCHEDULE SB ATTACHMENTS

PARTICIPANTS OF THE QWEST COMPONENT PLAN – FOR OCCUPATIONAL EMPLOYEES

Coverage and participation

"Bargained for" employees and other non-management employees at participating companies with at least one year of service.

Normal retirement benefit - Formula if hired prior to 1/1/2009

k. Eligibility: Age 65.

l. Benefit Amount: Sum of the pension band amount assigned to an employee times the months of service and 0.1% times average annual differential amounts in three calendar years prior to year of termination times months of service. The pension band amount depends on the job title for a covered employee.

For certain sales employees the benefit amount is the sum of the pension factor amount assigned to an employee times the months of service and 0.1% times average annual differential amounts in the three calendar years prior to year of termination times months of service. The pension factor depends on the average service compensation level for a covered employee.

m. Vesting – Five years.

Account balance formula benefit

n. Eligible Participants: Hired or rehired after 12/31/2008 or previously covered under the management plan provisions. Additionally, transfers from designated companies within the control group are eligible.

1. Account Balance: At the end of each year, an amount equal to 3% of eligible compensation is credited to the Account Balance. At the end of the following year, the Account Balance from the previous year is increased with an interest credit based on the Treasury Rate (average of 30-Year Treasury Bond rates during August through December preceding such year).

o. Vesting – Three years.

Service pension

p. Eligibility: Age 65 and 10 years of service or age 60 and 15 years of service or age 55 and 20 years of service or age 50 and 25 years of service or any age with 30 years of service.

SCHEDULE SB ATTACHMENTS

q. Pension Benefit: Normal retirement benefit reduced by 6.0% for each year retirement precedes age 55 unless the participant has 30 or more years of service.

r. Account Balance Formula: If applicable, account balance or an annuity that is equivalent in value to the balance.

Deferred vested pension

s. Eligibility: Vested in a pension benefit.

t. Pension Benefit: Normal retirement benefit actuarially reduced for early commencement.

u. Account Balance Formula: If applicable, account balance or an annuity that is equivalent in value to the balance.

Disability pension

v. Eligibility: Disablement after 15 years of service.

w. Pension Benefit: Disabilities on or after January 1, 2002 and not eligible for ABF formula receive, in addition to their regular pension, a Disability Pension equal to the normal retirement benefit amount payable until the earlier of age 65, death or no longer disabled as defined by the disability plan.

x. Account Balance Formula: If applicable, account balance or an annuity that is equivalent in value to the balance.

Pre-retirement survivor benefit

y. Eligibility: Death after vesting.

z. Benefit Payable to Spouse: Greater of 1) 45% of the pension benefit accrued to date payable immediately and unreduced, or 2) the survivor benefit under a 50% joint and survivor annuity.

aa. Benefit Payable to Non-Spouse: The survivor benefit under a 50% joint and survivor annuity.

bb. Account Balance Formula: If applicable, spouse or beneficiary will receive entire account balance or an annuity that is equivalent in value to the account balance.

Sickness death benefit and accidental death benefit

cc. Eligibility: Death as an active employee who has a mandatory beneficiary. Must have a Term of Employment date prior to March 1, 1993.

dd. Benefit Payable to Beneficiary: Lump sum payment equal to annual pay at earlier of retirement or February 28, 1993.

SCHEDULE SB ATTACHMENTS

Normal form of benefit

For married participants, the normal form is a reduced pension annuity with 50% of the reduced amount payable to the surviving spouse upon the death of the employee. If the spouse of a service pensioner dies first, the pension is restored to its unreduced value.

For single participants, the normal form is a pension payable as a single life annuity.

Changes in plan provisions since last actuarial valuation

None.

Changes in benefits valued since prior valuation

None.

Plan Name	**BRIGHTSPEED PENSION PLAN**
Plan Sponsor EIN	**87-3811759**
ERISA Plan #	**200**
Plan Year Ending	**12/31/2025**

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X

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	109,364,777	15.00000	109,364,777	10,197,220
Shortfall	01/01/2024	(4,262,682)	14.00000	(3,971,397)	(387,820)
Shortfall	01/01/2023	49,447,719	13.00000	44,061,570	4,528,457
Total				149,454,950	14,337,857

Plan Name: Brightspeed Pension Plan
EIN / PN: 87-3811759/200
Plan Sponsor: Brightspeed
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 $5,339,000 for the prior valuation to $6,651,000 for the current valuation.

Plan Name:	Brightspeed Pension Plan
EIN / PN:	87-3811759/200
Plan Sponsor:	Brightspeed
Valuation Date:	January 1, 2025