Form 5500-SF

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Short Form Annual Return/Report of Small Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

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: [X] a single-employer plan [ ] a multiple-employer plan (not multiemployer) (Pension Plan filers checking this box must attach Schedule MEP. Other plans must attach a list of participating employer information in accordance with the form instructions.)

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

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

D If the plan is a collectively-bargained plan, check here ▶ [ ]

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
MILLER JOHNSON PENSION PLAN

1b Three-digit plan number (PN) ▶ 006

1c Effective date of plan 01/01/2024

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)
MILLER, JOHNSON, SNELL & CUMMISKEY, PLC

45 OTTAWA AVE. SW
SUITE 1100
GRAND RAPIDS, MI 49503

2b Employer Identification Number (EIN) 38-1603110

2c Sponsor's telephone number 616-831-1839

2d Business code (see instructions) 541110

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
c Plan Name

4b EIN

4d PN

5a Total number of participants at the beginning of the plan year	**5a**	76
b Total number of participants at the end of the plan year	**5b**	85
c(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**5c(1)**	
c(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**5c(2)**	
d(1) Total number of active participants at the beginning of the plan year	**5d(1)**	75
d(2) Total number of active participants at the end of the plan year	**5d(2)**	79
e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**5e**	0

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

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2026	KELLY DERAAD
	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

6a Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) [X] Yes [ ] No

b Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) [X] Yes [ ] No

If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.

c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 586740. (See instructions.)

Part III Financial Information

7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	0	5255768
b Total plan liabilities	7b		
c Net plan assets (subtract line 7b from line 7a)	7c	0	5255768
8 Income, Expenses, and Transfers for this Plan Year		**(a) Amount**	**(b) Total**
a Contributions received or receivable from: (1) Employers	8a(1)	3381702	
(2) Participants	8a(2)		
(3) Others (including rollovers)	8a(3)		
b Other income (loss)	8b	1886745	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		5268447
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d		
e Certain deemed and/or corrective distributions (see instructions)	8e		
f Administrative service providers (salaries, fees, commissions)	8f	12679	
g Other expenses	8g		
h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		12679
i Net income (loss) (subtract line 8h from line 8c)	8i		5255768
j Transfers to (from) the plan (see instructions)	8j		

Part IV Plan Characteristic Codes

9a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
1A 1C

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

Part V Compliance Questions

10 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)	10a		X	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)	10b		X	
c Was the plan covered by a fidelity bond?	10c	X		500000
d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	10d		X	
e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.)	10e		X	
f Has the plan failed to provide any benefit when due under the plan?	10f		X	
g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.)	10g		X	
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	10h			
i If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	10i			

Part VI Pension Funding Compliance

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

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

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

- [ ] Yes.
- [ ] No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
- [ ] No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
- [ ] No. Other. Provide explanation _____

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

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

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

b Enter the minimum required contribution for this plan year	**12b**	
c Enter the amount contributed by the employer to the plan for this plan year	**12c**	
d Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount)	**12d**	
e Will the minimum funding amount reported on line 12d be met by the funding deadline?		[ ] Yes [ ] No [ ] N/A

Part VII Plan Terminations and Transfers of Assets

13a Has a resolution to terminate the plan been adopted in any plan year?		[ ] Yes [ ] No
a If "Yes," enter the amount of any plan assets that reverted to the employer this year	**13a**	
b Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		[ ] Yes [X] No

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

13c(1) Name of plan(s):	**13c(2)** EIN(s)	**13c(3)** PN(s)

Part VIII IRS Compliance Questions

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

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

- [ ] Design-based safe harbor method
- [ ] "Prior year" ADP test
- [ ] "Current year" ADP test
- [X] N/A

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

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
MILLER JOHNSON PENSION PLAN

B Three-digit plan number (PN) ▶ 006

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
MILLER, JOHNSON, SNELL & CUMMISKEY, PLC

D Employer Identification Number (EIN)
38-1603110

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

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

Part I Basic Information

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

2 Assets:

a Market value	**2a**	1768745
b Actuarial value	**2b**	1768745

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	0	0	0
b For terminated vested participants	1	7558	7558
c For active participants	75	1650531	1650531
d Total	76	1658089	1658089

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**	5.29 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	2734232
b Expected plan-related expenses	**6b**	30000
c Target normal cost	**6c**	2764232

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

10/08/2026
Date

DAVID R. KOTICK
Type or print name of actuary

26-06323
Most recent enrollment number

SCHWAB RETIREMENT PLAN SERVICES
Firm name

234-255-8675
Telephone number (including area code)

4150 KINROSS LAKES PARKWAY
RICHFIELD, OH 44286
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	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 0.00 %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		79569
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 5.09 %		4050
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c	Total available at beginning of current plan year to add to prefunding balance		83619
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	0

Part III Funding Percentages

14	Funding target attainment percentage	14	106.67 %
15	Adjusted funding target attainment percentage	15	106.67 %
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	100.00 %
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
08/08/2025	1447400		12/12/2025	308190	
08/20/2025	326495		01/14/2026	320743	
09/09/2025	67743				
09/10/2025	274750				
10/20/2025	320304				
11/13/2025	316077				
			Totals ► 18(b)	3381702	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	3257110

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate:

a Segment rates:	1st segment: 5.00 %	2nd segment: 5.27 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
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**	2764232
b Excess assets, if applicable, but not greater than line 31a	**31b**	110656

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
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**	2653576

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

36 Additional cash requirement (line 34 minus line 35)	**36**	2653576
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	3257110
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	603534
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

Schedule SB, line 26 – Schedule of Active Participant Data

Age versus Service Distribution for Active Plan Participants:

	under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	over 40	Total
under 25	-	-	-	-	-	-	-	-	-	-	-
25 to 29	-	-	-	-	-	-	-	-	-	-	-
30 to 34	-	2	-	-	-	-	-	-	-	-	2
35 to 39	-	11	-	-	-	-	-	-	-	-	11
40 to 44	-	18	-	-	-	-	-	-	-	-	18
45 to 49	-	13	-	-	-	-	-	-	-	-	13
50 to 54	-	14	-	-	-	-	-	-	-	-	14
55 to 59	-	8	-	-	-	-	-	-	-	-	8
60 to 64	-	8	-	-	-	-	-	-	-	-	8
65 to 69	-	1	-	-	-	-	-	-	-	-	1
over 70	-	-	-	-	-	-	-	-	-	-	-
Total	-	75	-	-	-	-	-	-	-	-	75

Classification: Schwab Internal

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

A summary of the actuarial methods and assumptions used in the valuation is presented below:

Valuation Data

Census Data as of January 1, 2025.

Funding Methods

Cost Method – The actuarial cost method used in this report for determining ERISA contributions is the unit credit method as defined by the Pension Protection Act of 2006.

Asset Method - The market value of assets represents the fair value of assets plus receivable contributions (if any) discounted to the valuation date using the prior year's effective interest rate as defined by PPA 2006. The Actuarial Value of Assets is equal to the Market Value of Assets.

Actuarial Assumptions

Discount Rates for Funding - The assumed discount rates on benefits paid in the future are based on the January 2025 PPA Segment rates, reflecting the funding stabilization under ARPA as prescribed by the IRS:

Segment	Rate	Applicable to benefit payments made:
1	5.00%	During first 5 years from the valuation date
2	5.27%	During years 6-20 from the valuation date
3	5.50%	During year 21 and beyond from the valuation date

The effective rate is the equivalent single rate that would result in the same funding target or target normal cost, and is 5.29% for 2025.

Mortality – The prescribed mortality assumption under Section 430(h)(3)(A) of the Internal Revenue Code, using generational tables with separate mortality rates for annuitants and nonannuitants.

Withdrawal Rates – The select & ultimate table from the 2003 Society of Actuaries Pension Plan Turnover Study.

Disability – None assumed.

Assumed Form of Payment – Participants are assumed to elect a lump sum upon retirement, termination, or death.

Classification: Schwab Internal

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Benefits – Participants are generally assumed to earn principal credits for the current year that are equal to prior year principal credits, unless specific facts warrant an alternative assumption.

Retirement Rates – Active participants are assumed to remain through the valuation year, and then retire based on the following rates:

Age	Rate	Age	Rate
<55	0%	66	50%
55	25%	67	60%
56-59	20%	68	70%
60	40%	69	80%
61-64	30%	>=70	100%
65	60%		

– Terminated vested participants are assumed to commence their benefit on the valuation date.

Percent Married – N/A

Age of Spouse – N/A

Administrative Expenses - No expenses are assumed to be paid from the trust annually.

Interest Crediting Rate – 4.00%

Classification: Schwab Internal

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

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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
Miller Johnson Pension Plan

B Three-digit plan number (PN) ▶ 006

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
MILLER, JOHNSON, SNELL & CUMMISKEY, PLC

D Employer Identification Number (EIN)
38-1603110

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

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

Part I Basic Information

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

2 Assets:

a Market value	**2a**	1768745
b Actuarial value	**2b**	1768745

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	0	0	0
b For terminated vested participants	1	7558	7558
c For active participants	75	1650531	1650531
d Total	76	1658089	1658089

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**	5.29 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	2734232
b Expected plan-related expenses	**6b**	30000
c Target normal cost	**6c**	2764232

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

10/8/2026
Date

DAVID R. KOTICK
Type or print name of actuary

26-06323
Most recent enrollment number

SCHWAB RETIREMENT PLAN SERVICES
Firm name

(234) 255-8675
Telephone number (including area code)

4150 KINROSS LAKES PARKWAY

RICHFIELD, OH 44286
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	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 0.00 %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		79569
	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 5.09 %		4050
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	c Total available at beginning of current plan year to add to prefunding balance		83619
	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	0

Part III Funding Percentages

14	Funding target attainment percentage	14	106.67 %
15	Adjusted funding target attainment percentage	15	106.67 %
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	100.00 %
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
08-08-2025	1447400		12-12-2025	308190	
08-20-2025	326495		01-14-2026	320743	
09-09-2025	67743				
09-10-2025	274750				
10-20-2025	320304				
11-13-2025	316077				
			Totals ► 18(b)	3381702	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	3257110

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate:

	1st segment:	2nd segment:	3rd segment:	
a Segment rates:	5.00 %	5.27 %	5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	0
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**	2764232
b Excess assets, if applicable, but not greater than line 31a	**31b**	110656

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
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**	2653576

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

36 Additional cash requirement (line 34 minus line 35)	**36**	2653576
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	3257110
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	603534
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

Miller Johnson Pension Plan
EIN / PN 38-1603110 / 006

Schedule SB, line 19 – Discounted Employer Contributions

Valuation Date	1/1/2025
Effective Interest Rate	5.29%

Actual Contribution Date	Actual Contribution Amount	Discounted Contribution Amount	Plan Year to Which the Contribution is Applied
8/8/2025	$ 1,822,077	$ 1,403,319	2025
8/20/2025	326,495	316,015	2025
9/9/2025	67,743	65,384	2025
9/10/2025	274,750	265,144	2025
10/20/2025	320,304	307,364	2025
11/13/2025	316,077	302,281	2025
12/12/2025	308,190	293,534	2025
1/14/2026	320,743	304,069	2025
Total	$ 3,381,702	$ 3,257,110	

Classification: Schwab Internal

Miller Johnson Pension Plan
EIN / PN 38-1603110 / 006

Schedule SB, line 22 – Description of Weighted Average Retirement Age

(A) Age	(B) Retirement Decrement	(C) Lx	(D) Number Retiring	(E) Weighting (A) times (D)
55	20.00%	100,000	20,000	1,100,000
56	20.00%	80,000	16,000	896,000
57	20.00%	64,000	12,800	729,600
58	20.00%	51,200	10,240	593,920
59	20.00%	40,960	8,192	483,328
60	40.00%	32,768	13,107	786,420
61	30.00%	19,661	5,898	359,778
62	30.00%	13,763	4,129	255,998
63	30.00%	9,634	2,890	182,070
64	30.00%	6,744	2,023	129,472
65	60.00%	4,721	2,833	184,145
66	50.00%	1,888	944	62,304
67	60.00%	944	566	37,922
68	70.00%	378	265	18,020
69	80.00%	113	90	6,210
70	100.00%	23	23	1,610
			100,000	5,826,797

Weighted Average Retirement Age =	**58**

Classification: Schwab Internal

Miller Johnson Pension Plan
EIN / PN 38-1603110 / 006

Schedule SB, line 26 – Schedule of Active Participant Data

Age versus Service Distribution for Active Plan Participants:

	under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	over 40	Total
under 25	-	-	-	-	-	-	-	-	-	-	-
25 to 29	-	-	-	-	-	-	-	-	-	-	-
30 to 34	-	2	-	-	-	-	-	-	-	-	2
35 to 39	-	11	-	-	-	-	-	-	-	-	11
40 to 44	-	18	-	-	-	-	-	-	-	-	18
45 to 49	-	13	-	-	-	-	-	-	-	-	13
50 to 54	-	14	-	-	-	-	-	-	-	-	14
55 to 59	-	8	-	-	-	-	-	-	-	-	8
60 to 64	-	8	-	-	-	-	-	-	-	-	8
65 to 69	-	1	-	-	-	-	-	-	-	-	1
over 70	-	-	-	-	-	-	-	-	-	-	-
Total	-	75	-	-	-	-	-	-	-	-	75

Classification: Schwab Internal

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

A summary of the actuarial methods and assumptions used in the valuation is presented below:

Valuation Data

Census Data as of January 1, 2025.

Funding Methods

Cost Method – The actuarial cost method used in this report for determining ERISA contributions is the unit credit method as defined by the Pension Protection Act of 2006.

Asset Method - The market value of assets represents the fair value of assets plus receivable contributions (if any) discounted to the valuation date using the prior year's effective interest rate as defined by PPA 2006. The Actuarial Value of Assets is equal to the Market Value of Assets.

Actuarial Assumptions

Discount Rates for Funding - The assumed discount rates on benefits paid in the future are based on the January 2025 PPA Segment rates, reflecting the funding stabilization under ARPA as prescribed by the IRS:

Segment	Rate	Applicable to benefit payments made:
1	5.00%	During first 5 years from the valuation date
2	5.27%	During years 6-20 from the valuation date
3	5.50%	During year 21 and beyond from the valuation date

The effective rate is the equivalent single rate that would result in the same funding target or target normal cost, and is 5.29% for 2025.

Mortality – The prescribed mortality assumption under Section 430(h)(3)(A) of the Internal Revenue Code, using generational tables with separate mortality rates for annuitants and nonannuitants.

Withdrawal Rates – The select & ultimate table from the 2003 Society of Actuaries Pension Plan Turnover Study.

Disability – None assumed.

Assumed Form of Payment – Participants are assumed to elect a lump sum upon retirement, termination, or death.

Classification: Schwab Internal

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Benefits – Participants are generally assumed to earn principal credits for the current year that are equal to prior year principal credits, unless specific facts warrant an alternative assumption.

Retirement Rates – Active participants are assumed to remain through the valuation year, and then retire based on the following rates:

Age	Rate	Age	Rate
<55	0%	66	50%
55	25%	67	60%
56-59	20%	68	70%
60	40%	69	80%
61-64	30%	>=70	100%
65	60%		

– Terminated vested participants are assumed to commence their benefit on the valuation date.

Percent Married – N/A

Age of Spouse – N/A

Administrative Expenses - No expenses are assumed to be paid from the trust annually.

Interest Crediting Rate – 4.00%

Classification: Schwab Internal

Schedule SB, Part V – Summary of Plan Provisions

A summary of the major plan provisions used in the valuation is presented below:

Definitions:

Original Plan effective date – January 1, 2024.

Covered Employees – All employees who are practicing attorney who graduated from law school, the Chief Executive Officer or the Chief Operating Officer are eligible to participate in the Plan. Any practicing attorney who is not a Capital Member, Senior Member or Salaried Member, is ineligible to participate in the Plan

Eligibility & Participation – The service requirement for initial eligibility to participate in the Plan is one hour of service and attainment of age 21.

Compensation – Includable pay as provided by the plan sponsor. Please refer to the Plan Document for the detailed description.

Vesting – A participant is immediately 100% vested in their accrued benefit upon termination.

Normal Retirement Date (NRD) – The first of the month coincident with or next following age 65.

Actuarial Equivalence – Forms of Payment are set equal to the value of the Cash Balance Account using a 5% interest rate and the 1994 GAR Mortality Table.

Lump Sum Amount – The amount of benefit payable under the lump sum form of payment equals the value of the Cash Balance Account.

Cash Balance Account:

Cash Balance Account – Each participant has a Cash Balance Account, the value of which equals the sum of Cash Balance Credits and Interest Credits.

Interest Credits – The beginning of year Cash Balance Account multiplied by the lesser of (1) the yield on 1-year Treasury Constant Maturities or (2) 4%.

Eligibility for Benefits:

Normal Retirement - Retirement on Normal Retirement Date.

Termination – Termination after meeting the eligibility and participation requirements.

Pre-Retirement Death Benefit - The beneficiary may elect to receive the entire benefit based on the value of the Participant's Cash Balance Account.

Classification: Schwab Internal

Schedule SB, Part V – Summary of Plan Provisions

Cash Balance Credits – Credits are granted each year equal to a percentage of compensation based on 46 coverage groups.

Payment of Benefits:
Normal Form of Payment – The normal form of payment is the Life Annuity option for single participants, and the Qualified Joint and Survivor for married participants.

Optional Forms of Payment – participants are offered a single sum distribution, life annuity, or 50%, 75%, or 100% joint and survivor annuities.

Maximum on Benefits and Pay - benefits may not exceed the maximum limitations as defined in the Internal Revenue Code.

Amount of Benefits – Benefit amounts are based on the actuarially equivalent value of the Participant's Cash Balance Account.

Changes since prior valuation:

The plan was amended effective 1/1/2025 to increase the number of Coverage Groups to 46.

Classification: Schwab Internal

Schedule SB, line 19 – Discounted Employer Contributions

Valuation Date	1/1/2025
Effective Interest Rate	5.29%

Actual Contribution Date	Actual Contribution Amount	Discounted Contribution Amount	Plan Year to Which the Contribution is Applied
8/8/2025	$ 1,822,077	$ 1,403,319	2025
8/20/2025	326,495	316,015	2025
9/9/2025	67,743	65,384	2025
9/10/2025	274,750	265,144	2025
10/20/2025	320,304	307,364	2025
11/13/2025	316,077	302,281	2025
12/12/2025	308,190	293,534	2025
1/14/2026	320,743	304,069	2025
Total	$ 3,381,702	$ 3,257,110	

Classification: Schwab Internal

Schedule SB, line 22 – Description of Weighted Average Retirement Age

(A) Age	(B) Retirement Decrement	(C) Lx	(D) Number Retiring	(E) Weighting (A) times (D)
55	20.00%	100,000	20,000	1,100,000
56	20.00%	80,000	16,000	896,000
57	20.00%	64,000	12,800	729,600
58	20.00%	51,200	10,240	593,920
59	20.00%	40,960	8,192	483,328
60	40.00%	32,768	13,107	786,420
61	30.00%	19,661	5,898	359,778
62	30.00%	13,763	4,129	255,998
63	30.00%	9,634	2,890	182,070
64	30.00%	6,744	2,023	129,472
65	60.00%	4,721	2,833	184,145
66	50.00%	1,888	944	62,304
67	60.00%	944	566	37,922
68	70.00%	378	265	18,020
69	80.00%	113	90	6,210
70	100.00%	23	23	1,610
			100,000	5,826,797

Weighted Average Retirement Age =	**58**

Classification: Schwab Internal

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

2024

This Form Is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
Miller Johnson Pension Plan

B Three-digit plan number (PN) ▶ 006

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
MILLER, JOHNSON, SNELL & CUMMISKEY, PLC

D Employer Identification Number (EIN)
38-1603110

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

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

Part I Basic Information

1 Enter the valuation date Month 01 Day 01 Year 2024

2 Assets:

a Market value	**2a**	0
b Actuarial value	**2b**	0

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	0	0	0
b For terminated vested participants	0	0	0
c For active participants	76	0	0
d Total	76	0	0

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**	5.09 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	1603507
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	1603507

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

10/15/2025
Date

DAVID R KOTICK
Type or print name of actuary

23-06323
Most recent enrollment number

SCHWAB RETIREMENT PLAN SERVICES
Firm name

(330) 908-4741
Telephone number (including area code)

4150 KINROSS LAKES PARKWAY

RICHFIELD, OH 44286
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)		
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of _____%	0	0
11	Prior year's excess contributions to be added to prefunding balance		
	a Present value of excess contributions (line 38a from prior year)		
	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 _____%		0
	b(2) *Interest on line 38b from prior year Schedule SB, using prior year's actual* return		
	c Total available at beginning of current plan year to add to prefunding balance		
	d Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections		
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	100 00 %
15	Adjusted funding target attainment percentage	15	100 00 %
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	%
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
08-08-2025	1822077				
			Totals ▶ 18(b)	1822077	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	1683076

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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

21 Discount rate

a Segment rates	1st segment: 4.75 %	2nd segment 4.96 %	3rd segment: 5.59 %	☐ N/A, full yield curve used
b Applicable month (enter code)			**21b**	0
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**	1603507
b Excess assets, if applicable, but not greater than line 31a		**31b**	0

32 Amortization installments

	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
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**	1603507

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

36 Additional cash requirement (line 34 minus line 35)	**36**	1603507
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	1683076
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	79569
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

Miller Johnson Pension Plan
EIN / PN 38-1603110 / 006

Schedule SB, line 19 – Discounted Employer Contributions

Valuation Date	1/1/2024
Effective Interest Rate	5.09%

Actual Contribution Date	Actual Contribution Amount	Discounted Contribution Amount	Plan Year to Which the Contribution is Applied
8/8/2025	$ 1,822,077	$ 1,683,076	2024
Total	$ 1,822,077	$ 1,683,076	

Classification: Schwab Internal

Miller Johnson Pension Plan
EIN / PN 38-1603110 / 006

Schedule SB, line 22 – Description of Weighted Average Retirement Age

(A) Age	(B) Retirement Decrement	(C) Lx	(D) Number Retiring	(E) Weighting (A) times (D)
55	20.00%	100,000	20,000	1,100,000
56	20.00%	80,000	16,000	896,000
57	20.00%	64,000	12,800	729,600
58	20.00%	51,200	10,240	593,920
59	20.00%	40,960	8,192	483,328
60	40.00%	32,768	13,107	786,420
61	30.00%	19,661	5,898	359,778
62	30.00%	13,763	4,129	255,998
63	30.00%	9,634	2,890	182,070
64	30.00%	6,744	2,023	129,472
65	60.00%	4,721	2,833	184,145
66	50.00%	1,888	944	62,304
67	60.00%	944	566	37,922
68	70.00%	378	265	18,020
69	80.00%	113	90	6,210
70	100.00%	23	23	1,610
			100,000	5,826,797

Weighted Average Retirement Age =	**58**

Classification: Schwab Internal

Miller Johnson Pension Plan

EIN / PN 38-1603110 / 006

Schedule SB, line 26 – Schedule of Active Participant Data

Age versus Service Distribution for Active Plan Participants:

	under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	over 40	Total
under 25	-	-	-	-	-	-	-	-	-	-	-
25 to 29	-	-	-	-	-	-	-	-	-	-	-
30 to 34	7	-	-	-	-	-	-	-	-	-	7
35 to 39	10	-	-	-	-	-	-	-	-	-	10
40 to 44	17	-	-	-	-	-	-	-	-	-	17
45 to 49	15	-	-	-	-	-	-	-	-	-	15
50 to 54	12	-	-	-	-	-	-	-	-	-	12
55 to 59	7	-	-	-	-	-	-	-	-	-	7
60 to 64	7	-	-	-	-	-	-	-	-	-	7
65 to 69	1	-	-	-	-	-	-	-	-	-	1
over 70	-	-	-	-	-	-	-	-	-	-	-
Total	76	-	-	-	-	-	-	-	-	-	76

Classification: Schwab Internal

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

A summary of the actuarial methods and assumptions used in the valuation is presented below:

Valuation Data

Census Data as of January 1, 2024.

Funding Methods

Cost Method – The actuarial cost method used in this report for determining ERISA contributions is the unit credit method as defined by the Pension Protection Act of 2006.

Asset Method - The market value of assets represents the fair value of assets plus receivable contributions (if any) discounted to the valuation date using the prior year's effective interest rate as defined by PPA 2006. The Actuarial Value of Assets is equal to the Market Value of Assets.

Actuarial Assumptions

Discount Rates for Funding - The assumed discount rates on benefits paid in the future are based on the January 2024 PPA Segment rates, reflecting the funding stabilization under HATFA as prescribed by the IRS:

Segment	Rate	Applicable to benefit payments made:
1	4.75%	During first 5 years from the valuation date
2	4.96%	During years 6-20 from the valuation date
3	5.59%	During year 21 and beyond from the valuation date

The effective rate is the equivalent single rate that would result in the same funding target or target normal cost, and is 5.09% for 2024.

Mortality – The prescribed mortality assumption under Section 430(h)(3)(A) of the Internal Revenue Code, using generational tables with separate mortality rates for annuitants and nonannuitants.

Withdrawal Rates – The select & ultimate table from the 2003 Society of Actuaries Pension Plan Turnover Study.

Disability – None assumed.

Assumed Form of Payment – Participants are assumed to elect a lump sum upon retirement, termination, or death.

Classification: Schwab Internal

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Benefits – Participants are generally assumed to earn principal credits for the current year that are equal to prior year principal credits, unless specific facts warrant an alternative assumption.

Retirement Rates – Active participants are assumed to remain through the valuation year, and then retire based on the following rates:

Age	Rate	Age	Rate
<55	0%	66	50%
55	25%	67	60%
56-59	20%	68	70%
60	40%	69	80%
61-64	30%	>=70	100%
65	60%		

– Terminated vested participants are assumed to commence their benefit on the valuation date.

Percent Married – N/A

Age of Spouse – N/A

Administrative Expenses - No expenses are assumed to be paid from the trust annually.

Interest Crediting Rate – 4.00%

Classification: Schwab Internal

Schedule SB, Part V – Summary of Plan Provisions

A summary of the major plan provisions used in the valuation is presented below:

Definitions:

Original Plan effective date – January 1, 2024.

Covered Employees – All employees who are practicing attorney who graduated from law school, the Chief Executive Officer or the Chief Operating Officer are eligible to participate in the Plan. Any practicing attorney who is not a Capital Member, Senior Member or Salaried Member, is ineligible to participate in the Plan

Eligibility & Participation – The service requirement for initial eligibility to participate in the Plan is one hour of service and attainment of age 21.

Compensation – Includable pay as provided by the plan sponsor. Please refer to the Plan Document for the detailed description.

Vesting – A participant is immediately 100% vested in their accrued benefit upon termination

Normal Retirement Date (NRD) – The first of the month coincident with or next following age 65.

Actuarial Equivalence – Forms of Payment are set equal to the value of the Cash Balance Account using a 5% interest rate and the 1994 GAR Mortality Table.

Lump Sum Amount – The amount of benefit payable under the lump sum form of payment equals the value of the Cash Balance Account.

Cash Balance Account:

Cash Balance Account – Each participant has a Cash Balance Account, the value of which equals the sum of Cash Balance Credits and Interest Credits.

Interest Credits – The beginning of year Cash Balance Account multiplied by the lesser of (1) the yield on 1-year Treasury Constant Maturities or (2) 4%.

Eligibility for Benefits:

Normal Retirement - Retirement on Normal Retirement Date.

Termination – Termination after meeting the eligibility and participation requirements.

Pre-Retirement Death Benefit - The beneficiary may elect to receive the entire benefit based on the value of the Participant's Cash Balance Account.

Classification: Schwab Internal

Schedule SB, Part V – Summary of Plan Provisions (continued)

Cash Balance Credits – Credits are granted each year equal to a percentage of compensation based on the following coverage groups:

Coverage Group	Annual Credit as a Percentage of Compensation	Maximum Annual Credit
1	33.34%	$90,000
2	27.78%	$75,000
3	22.23%	$60,000
4	18.52%	$50,000
5	14.82%	$40,000
6	11.12%	$30,000
7	7.41%	$20,000
8	5.93%	$16,000
9	4.45%	$12,000
10	4.00%	$10,800
11	4.00%	$8,000
12	7.00%	N/A

Payment of Benefits:

Normal Form of Payment – The normal form of payment is the Life Annuity option for single participants, and the Qualified Joint and Survivor for married participants.

Optional Forms of Payment – participants are offered a single sum distribution, life annuity, or 50%, 75%, or 100% joint and survivor annuities.

Maximum on Benefits and Pay - benefits may not exceed the maximum limitations as defined in the Internal Revenue Code.

Amount of Benefits – Benefit amounts are based on the actuarially equivalent value of the Participant's Cash Balance Account.

Changes since prior valuation:
This is the first report issued.

The plan was amended effective 1/1/2025 to increase the number of Coverage Groups to 46. This change occurred after the 2024 plan year and is not reflected within this report.

Classification: Schwab Internal

Schedule SB, Part V – Summary of Plan Provisions

A summary of the major plan provisions used in the valuation is presented below:

Definitions:

Original Plan effective date – January 1, 2024.

Covered Employees – All employees who are practicing attorney who graduated from law school, the Chief Executive Officer or the Chief Operating Officer are eligible to participate in the Plan. Any practicing attorney who is not a Capital Member, Senior Member or Salaried Member, is ineligible to participate in the Plan

Eligibility & Participation – The service requirement for initial eligibility to participate in the Plan is one hour of service and attainment of age 21.

Compensation – Includable pay as provided by the plan sponsor. Please refer to the Plan Document for the detailed description.

Vesting – A participant is immediately 100% vested in their accrued benefit upon termination.

Normal Retirement Date (NRD) – The first of the month coincident with or next following age 65.

Actuarial Equivalence – Forms of Payment are set equal to the value of the Cash Balance Account using a 5% interest rate and the 1994 GAR Mortality Table.

Lump Sum Amount – The amount of benefit payable under the lump sum form of payment equals the value of the Cash Balance Account.

Cash Balance Account:

Cash Balance Account – Each participant has a Cash Balance Account, the value of which equals the sum of Cash Balance Credits and Interest Credits.

Interest Credits – The beginning of year Cash Balance Account multiplied by the lesser of (1) the yield on 1-year Treasury Constant Maturities or (2) 4%.

Eligibility for Benefits:

Normal Retirement - Retirement on Normal Retirement Date.

Termination – Termination after meeting the eligibility and participation requirements.

Pre-Retirement Death Benefit - The beneficiary may elect to receive the entire benefit based on the value of the Participant's Cash Balance Account.

Classification: Schwab Internal

Schedule SB, Part V – Summary of Plan Provisions

Cash Balance Credits – Credits are granted each year equal to a percentage of compensation based on coverage group.

Payment of Benefits:
Normal Form of Payment – The normal form of payment is the Life Annuity option for single participants, and the Qualified Joint and Survivor for married participants.

Optional Forms of Payment – participants are offered a single sum distribution, life annuity, or 50%, 75%, or 100% joint and survivor annuities.

Maximum on Benefits and Pay - benefits may not exceed the maximum limitations as defined in the Internal Revenue Code.

Amount of Benefits – Benefit amounts are based on the actuarially equivalent value of the Participant's Cash Balance Account.

Changes since prior valuation:

The plan was amended effective 1/1/2025 to increase the number of Coverage Groups to 46.

Classification: Schwab Internal