

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 2022 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) ____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II Basic Plan Information —enter all requested information		
1a Name of plan <u>GEO. BYERS SONS, 401(K) PLAN</u>	1b Three-digit plan number (PN) ▶	<u>003</u>
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>GEO. BYERS SONS HOLDING, INC.</u> <u>427 S. HAMILTON ROAD</u> <u>P.O. BOX 16513</u> <u>COLUMBUS, OH 43216</u>	1c Effective date of plan <u>10/01/1985</u>	2b Employer Identification Number (EIN) <u>31-4139860</u>
	2c Plan Sponsor's telephone number <u>614-737-7616</u>	2d Business code (see instructions) <u>441110</u>

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	09/26/2023	BETTY CALDWELL
	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

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

Form 5500 (2022)
v. 220413

3a Plan administrator's name and address ☐ Same as Plan Sponsor PENTEGRA SERVICES, INC. 701 WESTCHESTER AVE, STE 320E WHITE PLAINS, NY 10604	3b Administrator's EIN 13-3745616 3c Administrator's telephone number 844-367-2848
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 807
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits..... d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)..... h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 658 6a(2) 680 6b 0 6c 192 6d 872 6e 0 6f 872 6g 776 6h 107
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2S 2T 3D 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ 1 A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 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 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan GEO. BYERS SONS, 401(K) PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 GEO. BYERS SONS HOLDING, INC.	D Employer Identification Number (EIN) 31-4139860	

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

(a) Name of insurance carrier NATIONWIDE LIFE INSURANCE COMPANY
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(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
31-4156830	66869	436-80046	680	01/01/2022	12/31/2022

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 30806	(b) Total amount of fees paid 0
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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 CAMBRIDGE INVESTMENT RESEARCH 1776 PLEASANT PLAIN RD FAIRFIELD, IA 52556
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(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
30806	0	BROKER/INVESTMENT ADVISOR	4

(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 ▶ 0		
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	6751154
c	Additions: (1) Contributions deposited during the year	7c(1)	184372
	(2) Dividends and credits.....	7c(2)	0
	(3) Interest credited during the year.....	7c(3)	61933
	(4) Transferred from separate account.....	7c(4)	88696
	(5) Other (specify below)	7c(5)	6586
	▶ LOAN REPAYMENT- PRINCIPAL		
	(6) Total additions.....	7c(6)	341587
d	Total of balance and additions (add lines 7b and 7c(6))	7d	7092741
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	381657
	(2) Administration charge made by carrier.....	7e(2)	6599
	(3) Transferred to separate account.....	7e(3)	442025
	(4) Other (specify below)	7e(4)	9477
	▶ LOAN WITHDRAWAL		
	(5) Total deductions.....	7e(5)	839758
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	6252983

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2022
		This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan GEO. BYERS SONS, 401(K) PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 GEO. BYERS SONS HOLDING, INC.	D Employer Identification Number (EIN) 31-4139860	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☐ Yes ☒ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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

NATIONWIDE

ONE NATIONWIDE PLAZA
COLUMBUS, OH 43215

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 26 49 52 59 60 63 64 99	SERVICE PROVIDER	232314	Yes ☒ No ☐	Yes ☒ No ☐	18154	Yes ☐ No ☒

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

CAMBRIDGE INVESTMENT RESEARCH

1776 PLEASANT PLAIN RD
FAIRFIELD, IA 52556

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26 49 52 99	BROKER DEALER	0	Yes ☒ No ☐	Yes ☐ No ☒	145712	Yes ☐ No ☒

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

A P S - PENTEGRA

6830 COMMERCE COURT DR
BLACKLICK, OH 43004

13-3892096

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 14 15 17 34 37 38 64 99	THIRD PARTY ADMIN	47332	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

TBS AGENCY

1776 PLEASANT PLAIN RD
FAIRFIELD, IA 52556-8757

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26 49 55 99	BROKER DEALE	0	Yes ☒ No ☐	Yes ☒ No ☐	30806	Yes ☐ No ☒

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

PENTEGRA SERVICES INC

6830 COMMERCE COURT DR
BLACKLICK, OH 43004

13-3745616

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 14 15 17 34 37 38 64 99	THIRD PARTY ADMIN	25175	Yes ☒ No ☐	Yes ☐ No ☒	0	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
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(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) 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 2022 This Form is Open to Public Inspection
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>		
A Name of plan <u>GEO. BYERS SONS, 401(K) PLAN</u>		B Three-digit plan number (PN) <u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>GEO. BYERS SONS HOLDING, INC.</u>		D Employer Identification Number (EIN) <u>31-4139860</u>

Part I Asset and Liability Statement			
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	0	5501
(2) Participant contributions.....	1b(2)	0	78085
(3) Other.....	1b(3)	0	4434
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common.....	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants).....	1c(7)		
(8) Participant loans.....	1c(8)	449648	481827
(9) Value of interest in common/collective trusts.....	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts.....	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	33528830	29664684
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	6751554	6253383
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	40730032	36487914

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	40730032	36487914
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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)	546692	
(B) Participants	2a(1)(B)	3761026	
(C) Others (including rollovers)	2a(1)(C)	4434	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		4312152
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	61933	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	21299	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		83232
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	555682	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		555682
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
(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)		-6030320
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		-1079254
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2590483	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)	267562	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		2858045
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)	304819	
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		304819
j Total expenses. Add all expense amounts in column (b) and enter total	2j		3162864
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-4242118
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **PW PARTNERS, LLC**

(2) EIN: **83-3323563**

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

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

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.)

	Yes	No	Amount
4a		X	

	Yes	No	Amount
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?	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?		X	
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.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

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

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

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

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

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

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 2022 This Form is Open to Public Inspection.
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan GEO. BYERS SONS, 401(K) PLAN		B Three-digit plan number (PN) ► 003
C Plan sponsor's name as shown on line 2a of Form 5500 GEO. BYERS SONS HOLDING, INC.		D Employer Identification Number (EIN) 31-4139860
Part I Distributions		
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 13-3745616		
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
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)		
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....		6a
b Enter the amount contributed by the employer to the plan for this plan year.....		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III Amendments		
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.		
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?.....		☐ Yes ☐ No
11 a Does the ESOP hold any preferred stock?.....		☐ Yes ☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.).....		☐ Yes ☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?.....		☐ Yes ☐ No
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2022 v. 220413		

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
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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) through (c) a Enter the percentage of plan assets held as: Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____% b Provide the average duration of the combined investment-grade and high-yield debt: ☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more c What duration measure was used to calculate line 19(b)? ☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____
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 _____

GEO. BYERS SONS, 401(K) PLAN

**FINANCIAL STATEMENTS
AND
SUPPLEMENTAL INFORMATION**

December 31, 2022 and 2021

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Independent Auditors' Report

To the Plan Administrator of
Geo. Byers Sons, 401(k) Plan
Columbus, Ohio

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

We have performed an audit of the financial statements of Geo. Byers Sons, 401(k) 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 statement of net assets available for benefits as of December 31, 2022, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of Geo. Byers Sons, 401(k) 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 audit 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 a certification from a qualified institution as of and for the year ended December 31, 2022, stating that the certified investment information, as described in the Certified Investment Information footnote to the financial statements, is complete and accurate.

Opinion

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

Basis for Opinion

We conducted our audit 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 Geo. Byers Sons, 401(k) Plan and Trust and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. 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 these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Geo. Byers Sons, 401(k) Plan's ability to continue as a going concern for one year after 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, including omissions, 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 Geo. Byers Sons, 401(k) 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 Geo. Byers Sons, 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audit 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 schedule of Schedule H, Line 4i - Schedule of Assets (Held at End of Year) is presented for purposes of additional analysis and is not a required part of the financial statements, but is 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is 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 schedule 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).

Other Matter – 2021 Financial Statements

The financial statements of the Plan as of, and for the year ended December 31, 2021, were audited by predecessor auditors. In their opinion dated September 29, 2022, the amounts and disclosures in the financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with account principles generally accepted in the United States of America. The information in the 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).

A handwritten signature in dark ink that reads "PW Partners, LLC". The letters are cursive and somewhat stylized, with the "P" and "W" being particularly large and prominent.

Columbus, Ohio
August 24, 2023

GEO. BYERS SONS, 401(K) PLAN

Statements of Net Assets Available for Benefits

December 31, 2022 and 2021

	2022	2021
ASSETS		
Investments at fair value	\$ 29,664,684	\$ 33,528,830
Investments at contract value	6,253,383	6,751,554
Total Investments	35,918,067	40,280,384
Receivables:		
Participants' notes receivable	481,827	449,648
Corrective contribution	4,434	-
Employee's contributions	78,085	-
Employer's contributions	5,501	-
Total receivables	569,847	449,648
NET ASSETS AVAILABLE FOR BENEFITS	\$ 36,487,914	\$ 40,730,032

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

GEO. BYERS SONS, 401(K) PLAN

Statements of Changes in Net Assets Available for Benefits

For the years ended December 31, 2022 and 2021

	2022	2021
Additions to Net Assets Attributed to:		
Net appreciation in fair value of investments	\$ -	\$ 4,488,285
Dividends and interest	638,914	98,579
Total investment income	638,914	4,586,864
Participants' contributions	3,761,026	3,307,267
Corrective contribution	4,434	-
Employer contributions	546,692	521,264
Total contributions	4,312,152	3,828,531
Total additions	4,951,066	8,415,395
Deductions from Net Assets Attributed to:		
Net depreciation in fair value of investments	6,030,320	-
Benefits paid to participants	2,858,045	1,296,191
Administrative expenses	304,819	337,132
Total deductions	9,193,184	1,633,323
Net (decrease) / increase	(4,242,118)	6,782,072
Net Assets Available for Benefits:		
Beginning of Year	40,730,032	33,947,960
End of Year	\$ 36,487,914	\$ 40,730,032

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

GEO. BYERS SONS, 401(K) PLAN

Notes to Financial Statements

December 31, 2022 and 2021

Plan Description

The following description of Geo. Byers Sons, 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a salary deferral and savings profit sharing plan covering all full-time employees of Geo. Byers Sons Holding, Inc. and affiliated companies (the Company) who are age 19 or older and have completed 3 months of service. The Plan does not cover part-time, temporary or seasonal employees. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Each year, participants may authorize payroll deductions up to the maximum amount allowed by law as before-tax contributions, or after-tax Roth contributions not to exceed IRS limitations. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants are automatically enrolled at a deferral rate of 5% of eligible compensation unless the employee completes a salary deferral agreement specifying a different deferral percentage. Participants' deferral rate will automatically increase in future years by 1% of eligible compensation per year up to a maximum of 8%.

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. The Plan also allows rollover distributions for all eligible employees who are not participants at any time.

For 2022 and 2021, the Company matches 50% of the first 6% of gross salary up to \$1,000 per participant. For the years ended December 31, 2022 and 2021, the Company made total matching contributions of \$546,692 and \$521,264, respectively.

Participant Accounts

Each participant's account is credited with the participant's contribution, the company's contribution, and allocations of (a) plan earnings and (b) administrative expenses. Allocations are based on participant earnings or account balances, as defined in the Plan agreement. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Company's matching portion of their accounts plus actual earnings thereon is based on years of continuous service and is subject to the following vesting percentage provisions:

<u>Years of Service</u>	<u>Vesting Percentage</u>
Less than 2	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 or more years	100%

Notes to Financial Statements

December 31, 2022 and 2021

Plan Description (continued)

Investment Options

A participant may direct contributions in any of the investment funds offered by the Plan. Participants may change their investment options at any time.

Notes Receivable from Participants

Participants are permitted to borrow a minimum of \$1,000 up to a maximum equal to the lesser of 50 percent of their vested account balance or \$50,000, reduced by the highest outstanding note balance in their account during the previous 12 months, except for the amounts borrowed under the CARES Act, which are subject to higher limits. The note is secured by the balance in the participant's account and bears an interest rate based on rates available for similar notes from commercial institutions and is fixed for the term of the note. Interest rates on the outstanding notes at December 31, 2022 ranged from 4.25% to 8.50%. The notes are repaid ratably through payroll deductions over a period of five year or less.

Payment of Benefits

Participants become eligible for the vested portion of their account balance upon retirement, death, permanent or total disability, and termination from the Company. A participant may elect to receive a lump sum payment in the amount of the vested interest in the participant's account.

Forfeited Accounts

Accounts forfeited by participants who terminate service prior to becoming fully vested may be used to pay Plan expenses or reduce the employer's matching contribution. For the year ended December 31, 2022, participants forfeited approximately \$57,000.

Forfeitures may be used to reduce the employer's contribution to the Plan and to pay Plan expenses. Approximately \$78,000 in forfeitures were used to reduce the employer's contribution and pay Plan expenses to the Plan in 2022. Unallocated forfeited accounts totaled approximately \$28,000 and \$49,000 at December 31, 2022 and 2021, respectively.

Summary of Significant Accounting Policies

Basis of Accounting

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

Notes to Financial Statements

December 31, 2022 and 2021

Summary of Significant Accounting Policies (continued)

Investment Valuation and Income Recognition

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Administrative Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and Trustee. See Fair Value Measurements footnote for discussion of fair value measurements.

Net appreciation in fair value of investments is reflected in the statements of changes in net assets available for benefits and includes realized gains and losses on investments bought and sold and the change in appreciation from one period to the next. 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.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

The Plan's administrative expenses are paid by either the Plan or the participant, as provided by the Plan agreement.

Reclassification

Certain accounts in the 2021 financial statements have been reclassified in order to be consistent with the 2022 presentation.

Notes to Financial Statements

December 31, 2022 and 2021

Fair Value Measurements

ASC 820 establishes a framework for measuring fair value which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques should maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022 and 2021:

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset values and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

GEO. BYERS SONS, 401(K) PLAN

Notes to Financial Statements

December 31, 2022 and 2021

Fair Value Measurements (continued)

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2022 and 2021:

	Investments at fair value as of December 31, 2022			
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 29,664,684	\$ -	\$ -	\$ 29,664,684

	Investments at fair value as of December 31, 2021			
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 33,528,830	\$ -	\$ -	\$ 33,528,830

Fixed Interest Account

The Plan maintains a contract (fixed interest account) with Nationwide. Nationwide maintains the contributions in a general account. The average yield for the years ended December 31, 2022 and 2021 was 0.90% and 1.70%, respectively, and is reviewed on a quarterly basis for resetting. The fixed interest account issuer, Nationwide, is contractually obligated to repay the principal and the specified guaranteed interest rate to the Plan. Contract value represents contributions made under the contract, plus earnings less participant withdrawals. As of December 31, 2022 and 2021, the Plan has recorded the fixed interest account at the contract value in the amount of \$6,253,383 and \$6,751,554, respectively.

The Plan's ability to receive amounts due is dependent on Nationwide's ability to meet its financial obligations. Nationwide's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

Certain events limit the ability of the Plan to transact at contract value with Nationwide. Such events include the following: (1) amendments to the Plan Documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transactions under ERISA. The Plan Administrator does not believe that the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with participants, is probable.

Notes to Financial Statements

December 31, 2022 and 2021

Certified Investment Information

The Plan administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C), pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulation for Reporting and Disclosure under ERISA. Accordingly, Nationwide Trust Company, a qualified institution, has certified the following information included in the accompanying financial statements and supplemental Schedule of Assets (Held at End of Year) as complete and accurate:

- Investments and notes receivable from participants as shown in the Statements of Net Assets Available for Benefits as of December 31, 2022 and 2021;
- Net investment income and dividends and interest as shown in the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2022 and 2021;
- Investment information included in the Notes to Financial Statements;
- All investment information included in the Supplemental Schedule, Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – As of December 31, 2022.

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified investment information included in the financial statements and ERISA-required supplemental schedule.

Related Party Transactions

Party-in-Interest transactions include those with fiduciaries or employees of the Plan, any person who provides services to the Plan, an employer whose employees are covered by the Plan, an employee organization whose members are covered by the Plan, a person who owns 50 percent or more of such an employer or employee association, or relatives of such persons. Participant notes receivable and the interest payments received qualifies as a party-in-interest transaction.

The Plan paid \$304,819 and \$337,132 of administrative fees to the recordkeeper and Trustee for years ended December 31, 2022 and 2021. The Company provides certain administrative services at no cost to the Plan.

Certain Plan investments are shares in accounts that are managed by Nationwide Trust Company. Nationwide Trust Company is the Trustee as defined by the Plan and qualifies as a party-in-interest.

Tax Status

The Company adopted a prototype standardized profit sharing plan that received a favorable opinion letter from the Internal Revenue Service on June 30, 2020, which stated that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the opinion letter, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Notes to Financial Statements

December 31, 2022 and 2021

Tax Status (continued)

The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2019.

Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the accompanying 2022 statements of net assets available for benefits.

Recent market conditions have resulted in an unusually high degree of volatility and increased the risks and short-term liquidity associated with certain investments held by the Plan, which could impact the value of investments after the date of these financial statements.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue contributions and terminate the Plan. In the event of termination or partial termination of the Plan, all amounts credited to a participants' account, including Company contributions, become fully vested.

Corrective Contribution

During 2022, the Company did not withhold and provide matching contributions on compensation as defined by the Plan. Management recorded a corrective contribution on the statements of net assets available for benefits for 2022. Management will follow the IRS's self-correction guidelines to correct these administrative errors. The Plan has recorded a receivable in the amount of \$4,434 to correct for the operational failure as of December 31, 2022.

Subsequent Events

The Plan evaluated subsequent events through August 24, 2023, the date the financial statements were issued.

GEO. BYERS SONS, 401(K) PLAN
EIN: #31-4139860 PLAN: #003

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)**

December 31, 2022

(a)	Identity of Issue, Borrower, (b) Lessor or Similar Party	Description of (c) Investment	Current (e) Value
	AB Discovery Value Fund - Class I	Mutual Fund	\$ 102,905
	American Century Growth Fund	Mutual Fund	18,193
	Baron Partners Fund	Mutual Fund	4,879
	BlackRock Mid-Cap Growth Equity Portfolio	Mutual Fund	303,364
	BlackRock Natural Resources Trust Institutional Shares	Mutual Fund	4,224
	Delaware Extended Duration Bond Fund	Mutual Fund	9,095
	Franklin Utilities Fund	Mutual Fund	37,940
	Invesco Comstock Fund	Mutual Fund	4,184
	JPMorgan Core Plus Bond Fund Class R6	Mutual Fund	62,926
	Ave Maria Growth Fund	Mutual Fund	34,498
	Ave Maria Value Fund	Mutual Fund	4,173
	MFS Value Fund	Mutual Fund	27,149
	American Beacon International Equity Fund	Mutual Fund	22,784
	Invesco Gold & Special Minerals Fund	Mutual Fund	18,119
	PGIM Global Real Estate Fund	Mutual Fund	21,165
	Hotchkis & Wiley Mid-Cap Value Fund Class I	Mutual Fund	4,222
	MainStay Epoch International Choice Fund	Mutual Fund	6,026
	BlackRock High Yield Bond Portfolio	Mutual Fund	361,087
	BlackRock Total Return Fund Class K Shares	Mutual Fund	283,466
	Invesco Energy Fund Class R5	Mutual Fund	8,603
	DFA Emerging Markets Core Equity Portfolio	Mutual Fund	715,013
	DFA Global Real Estate Securities Ptf	Mutual Fund	16,441
	Federated Hermes Strategic Value Dividend Fund	Mutual Fund	4,190
	JPMorgan Equity Income Fund I Class	Mutual Fund	27,100
	JPMorgan Large Cap Growth Fund	Mutual Fund	507,622
	Allspring Special Small Cap Value Fund Instl	Mutual Fund	39,150
	DFA Inflation-Protected Securities Portfolio	Mutual Fund	9,113
	Thornburg International Equity Fund Class R6	Mutual Fund	315,841
	PIMCO Stocks PLUS International Fund	Mutual Fund	311,830
	Invesco Comstock Select Fund	Mutual Fund	4,193
	Morgan Stanley Institutional Fund, Inc. Growth Portfolio	Mutual Fund	2,923
	BlackRock Strategic Income Opportunities Portfolio	Mutual Fund	130,107
	Guggenheim Floating Rate Strategies Fund	Mutual Fund	1,931
	Invesco SteelPath MLP Income Fund	Mutual Fund	4,198
	Invesco SteelPath MLP Select 40 Fund	Mutual Fund	4,218
	Invesco SteelPath MLP Alpha Fund	Mutual Fund	4,214
	AB Global Bond Fund	Mutual Fund	232,238
	AB Large Cap Growth Fund Class I	Mutual Fund	9,231
	BNY Mellon Small/Mid Cap Growth Fund	Mutual Fund	380,500
	Columbia Select Large Cap Growth Fund	Mutual Fund	59,706
	Diamond Hill Mid Cap Fund	Mutual Fund	313,473
	JPMorgan Small Cap Equity R5	Mutual Fund	420,013
	Vanguard 500 Index Fund	Mutual Fund	238,667
	Vanguard Short-Term Bond Index Fund	Mutual Fund	460
	Vanguard Total Bond Market Index Fund	Mutual Fund	14,087
	Vanguard Total Intl Stock Index Fund Adml Shares	Mutual Fund	72,824
	Vanguard Total Stock Market Index Fund	Mutual Fund	135,546
	Invesco SteelPath MLP Alpha Plus Fund	Mutual Fund	4,240
	Vanguard Dividend Appreciation Index Fund	Mutual Fund	356,085
	Vanguard Explorer Fund Admiral Shares	Mutual Fund	211,385

GEO. BYERS SONS, 401(K) PLAN
EIN: #31-4139860 PLAN: #003

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)**

December 31, 2022

(a)	Identity of Issue, Borrower, (b) Lessor or Similar Party	Description of (c) Investment	Current (e) Value
	Vanguard International Growth Fund	Mutual Fund	1,902
	Janus Henderson Triton Fund - N Shares	Mutual Fund	99,827
	Lord Abbett Floating Rate Fund Class R5	Mutual Fund	2,835
	DFA U.S. Large Cap Value Portfolio	Mutual Fund	955,226
	DFA U.S. Targeted Value Portfolio	Mutual Fund	17,750
	Dodge & Cox International Stock Fund - Class	Mutual Fund	682,177
	Cohen & Steers Real Estate Securities Fund, Inc.	Mutual Fund	223,044
	Federated Hermes Government Obligations Fund	Mutual Fund	29,970
	Principal Real Estate Securities Fund Instl Class	Mutual Fund	3,234
	TIAA-CREF Lifecycle Index 2020 Fund	Mutual Fund	32,959
	TIAA-CREF Lifecycle Index 2025 Fund	Mutual Fund	455,854
	TIAA-CREF Lifecycle Index 2030 Fund	Mutual Fund	387,828
	TIAA-CREF Lifecycle Index 2035 Fund	Mutual Fund	85,493
	TIAA-CREF Lifecycle Index 2040 Fund	Mutual Fund	68,807
	TIAA-CREF Lifecycle Index 2045 Fund	Mutual Fund	73,923
	TIAA-CREF Lifecycle Index 2050 Fund	Mutual Fund	143,141
	TIAA-CREF Lifecycle Index 2055 Fund	Mutual Fund	7,807
	TIAA-CREF Lifecycle Index 2060 Fund	Mutual Fund	55,212
	AQR Long-Short Equity Fund	Mutual Fund	4,238
	BNY Mellon S&P 500 Index Fund	Mutual Fund	1,204,900
	PGIM Total Return Bond Fund -Class Z	Mutual Fund	15,061
	PGIM Total Return Bond Fund -Class R6	Mutual Fund	488,417
	Templeton Global Bond Fund Class R6	Mutual Fund	13,451
	Janus Henderson Forty Fund Class T	Mutual Fund	1,214,309
	AQR Equity Market Neutral Fund	Mutual Fund	4,231
	Delaware Ivy Emerging Markets Local Currency Debt Fd	Mutual Fund	2,229
	JPMorgan Equity Income Fund	Mutual Fund	584,208
	Nationwide Loomis All Cap Growth Fund	Mutual Fund	650,285
	Virtus KAR Small-Cap Growth Fund I	Mutual Fund	3,182
	PIMCO StockPlus Long Duration Fd Insti Clas	Mutual Fund	9,918
	PGIM Jennison Natural Resources Fund	Mutual Fund	4,192
	Vanguard Energy Index Fund	Mutual Fund	8,622
	Vanguard Information Technology Index Fund	Mutual Fund	3,142
	Fidelity 500 Index Fund	Mutual Fund	1,119,816
	Fidelity International Index Fund	Mutual Fund	560,893
	Fidelity U.S. Bond Index Fund	Mutual Fund	452,590
	Victory Integrity Mid-Cap Value Fund	Mutual Fund	8,027
	Fidelity Asset Manager 50% Fund	Mutual Fund	387,461
	Fidelity Advisor Energy Fund	Mutual Fund	8,620
	Vanguard FTSE All-World ex-US Index Fund	Mutual Fund	92,810
	Fidelity Advisor Utilities Fund	Mutual Fund	16,391
	Fidelity Strategic Income Fund	Mutual Fund	16,672
	Goldman Sachs GQG Partners International Opp	Mutual Fund	688,517
	Principal Global Real Estate Securities Fund	Mutual Fund	334,114
	American Beacon ARK Disruptive Innovation Fund	Mutual Fund	6,982
	Nationwide Investor Destinations Aggressive	Mutual Fund	599,499
	Nationwide Investor Destinations Conservative Fund	Mutual Fund	42,824
	Nationwide Investor Destinations Mod Consv Fund	Mutual Fund	3,159,772
	Nationwide Investor Destinations Moderately Aggr Fund	Mutual Fund	1,570,073
	Nationwide Investor Destinations Moderate Fund	Mutual Fund	84,280

GEO. BYERS SONS, 401(K) PLAN
EIN: #31-4139860 PLAN: #003

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)**

December 31, 2022

(a)	Identity of Issue, Borrower, (b) Lessor or Similar Party	Description of (c) Investment	Current (e) Value
	Avantis U.S. Small Cap Value Fund	Mutual Fund	165,541
	Nationwide Money Market Fund	Mutual Fund	806,671
	Hood River Small-Cap Growth Fund, Instl Shares	Mutual Fund	9,400
	Avantis U.S. Large Cap Value Fund	Mutual Fund	550,545
	Harbor International Growth Fund	Mutual Fund	35,211
	Invesco Small Cap Value Class Y	Mutual Fund	4,215
	JPMorgan Mid Cap Value Fund	Mutual Fund	403,547
	MFS Research Fund	Mutual Fund	148,904
	Invesco International Bond Fund Class Y	Mutual Fund	11,581
	Invesco Oppenheimer International Growth Fund	Mutual Fund	9,091
	PIMCO Commodity Real Return Strategy Fund	Mutual Fund	288,951
	Pax Global Environmental Markets Fund	Mutual Fund	7,445
	PGIM High Yield Fund- Class Z	Mutual Fund	14,973
	PIMCO Funds Real Return Fund Institutional Class	Mutual Fund	456,739
	PIMCO Total Return Fund	Mutual Fund	305,268
	American Funds Fundamental Investors Class R-6	Mutual Fund	2,145,760
	American Funds The Growth Fund of America	Mutual Fund	1,357,197
	American Funds Capital World Growth and Income Fd	Mutual Fund	366,270
	Vanguard Explorer Fund	Mutual Fund	5,119
*	Fixed Select Contract	Fixed Interest Account	6,253,383
*	Participant Notes Receivable	Interest at 4.25% - 8.50%	481,827
			<u><u>\$ 36,399,894</u></u>

* Denotes a party-in-interest

** Historical cost is not required as all investments are participant directed

GEO. BYERS SONS, 401(K) PLAN

**FINANCIAL STATEMENTS
AND
SUPPLEMENTAL INFORMATION**

December 31, 2022 and 2021

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Independent Auditors' Report

To the Plan Administrator of
Geo. Byers Sons, 401(k) Plan
Columbus, Ohio

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

We have performed an audit of the financial statements of Geo. Byers Sons, 401(k) 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 statement of net assets available for benefits as of December 31, 2022, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of Geo. Byers Sons, 401(k) 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 audit 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 a certification from a qualified institution as of and for the year ended December 31, 2022, stating that the certified investment information, as described in the Certified Investment Information footnote to the financial statements, is complete and accurate.

Opinion

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

Basis for Opinion

We conducted our audit 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 Geo. Byers Sons, 401(k) Plan and Trust and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. 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 these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Geo. Byers Sons, 401(k) Plan's ability to continue as a going concern for one year after 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, including omissions, 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 Geo. Byers Sons, 401(k) 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 Geo. Byers Sons, 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audit 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 schedule of Schedule H, Line 4i - Schedule of Assets (Held at End of Year) is presented for purposes of additional analysis and is not a required part of the financial statements, but is 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is 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 schedule 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).

Other Matter – 2021 Financial Statements

The financial statements of the Plan as of, and for the year ended December 31, 2021, were audited by predecessor auditors. In their opinion dated September 29, 2022, the amounts and disclosures in the financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with account principles generally accepted in the United States of America. The information in the 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).

A handwritten signature in dark ink that reads "PW Partners, LLC". The letters are cursive and somewhat stylized, with the "P" and "W" being particularly large and prominent.

Columbus, Ohio
August 24, 2023

GEO. BYERS SONS, 401(K) PLAN

Statements of Net Assets Available for Benefits

December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
ASSETS		
Investments at fair value	\$ 29,664,684	\$ 33,528,830
Investments at contract value	<u>6,253,383</u>	<u>6,751,554</u>
Total Investments	<u>35,918,067</u>	<u>40,280,384</u>
 Receivables:		
Participants' notes receivable	481,827	449,648
Corrective contribution	4,434	-
Employee's contributions	78,085	-
Employer's contributions	<u>5,501</u>	<u>-</u>
Total receivables	<u>569,847</u>	<u>449,648</u>
 NET ASSETS AVAILABLE FOR BENEFITS	 <u><u>\$ 36,487,914</u></u>	 <u><u>\$ 40,730,032</u></u>

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

GEO. BYERS SONS, 401(K) PLAN

Statements of Changes in Net Assets Available for Benefits

For the years ended December 31, 2022 and 2021

	2022	2021
Additions to Net Assets Attributed to:		
Net appreciation in fair value of investments	\$ -	\$ 4,488,285
Dividends and interest	638,914	98,579
Total investment income	638,914	4,586,864
Participants' contributions	3,761,026	3,307,267
Corrective contribution	4,434	-
Employer contributions	546,692	521,264
Total contributions	4,312,152	3,828,531
Total additions	4,951,066	8,415,395
Deductions from Net Assets Attributed to:		
Net depreciation in fair value of investments	6,030,320	-
Benefits paid to participants	2,858,045	1,296,191
Administrative expenses	304,819	337,132
Total deductions	9,193,184	1,633,323
Net (decrease) / increase	(4,242,118)	6,782,072
Net Assets Available for Benefits:		
Beginning of Year	40,730,032	33,947,960
End of Year	\$ 36,487,914	\$ 40,730,032

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

GEO. BYERS SONS, 401(K) PLAN

Notes to Financial Statements

December 31, 2022 and 2021

Plan Description

The following description of Geo. Byers Sons, 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a salary deferral and savings profit sharing plan covering all full-time employees of Geo. Byers Sons Holding, Inc. and affiliated companies (the Company) who are age 19 or older and have completed 3 months of service. The Plan does not cover part-time, temporary or seasonal employees. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Each year, participants may authorize payroll deductions up to the maximum amount allowed by law as before-tax contributions, or after-tax Roth contributions not to exceed IRS limitations. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants are automatically enrolled at a deferral rate of 5% of eligible compensation unless the employee completes a salary deferral agreement specifying a different deferral percentage. Participants' deferral rate will automatically increase in future years by 1% of eligible compensation per year up to a maximum of 8%.

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. The Plan also allows rollover distributions for all eligible employees who are not participants at any time.

For 2022 and 2021, the Company matches 50% of the first 6% of gross salary up to \$1,000 per participant. For the years ended December 31, 2022 and 2021, the Company made total matching contributions of \$546,692 and \$521,264, respectively.

Participant Accounts

Each participant's account is credited with the participant's contribution, the company's contribution, and allocations of (a) plan earnings and (b) administrative expenses. Allocations are based on participant earnings or account balances, as defined in the Plan agreement. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Company's matching portion of their accounts plus actual earnings thereon is based on years of continuous service and is subject to the following vesting percentage provisions:

<u>Years of Service</u>	<u>Vesting Percentage</u>
Less than 2	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 or more years	100%

Notes to Financial Statements

December 31, 2022 and 2021

Plan Description (continued)

Investment Options

A participant may direct contributions in any of the investment funds offered by the Plan. Participants may change their investment options at any time.

Notes Receivable from Participants

Participants are permitted to borrow a minimum of \$1,000 up to a maximum equal to the lesser of 50 percent of their vested account balance or \$50,000, reduced by the highest outstanding note balance in their account during the previous 12 months, except for the amounts borrowed under the CARES Act, which are subject to higher limits. The note is secured by the balance in the participant's account and bears an interest rate based on rates available for similar notes from commercial institutions and is fixed for the term of the note. Interest rates on the outstanding notes at December 31, 2022 ranged from 4.25% to 8.50%. The notes are repaid ratably through payroll deductions over a period of five year or less.

Payment of Benefits

Participants become eligible for the vested portion of their account balance upon retirement, death, permanent or total disability, and termination from the Company. A participant may elect to receive a lump sum payment in the amount of the vested interest in the participant's account.

Forfeited Accounts

Accounts forfeited by participants who terminate service prior to becoming fully vested may be used to pay Plan expenses or reduce the employer's matching contribution. For the year ended December 31, 2022, participants forfeited approximately \$57,000.

Forfeitures may be used to reduce the employer's contribution to the Plan and to pay Plan expenses. Approximately \$78,000 in forfeitures were used to reduce the employer's contribution and pay Plan expenses to the Plan in 2022. Unallocated forfeited accounts totaled approximately \$28,000 and \$49,000 at December 31, 2022 and 2021, respectively.

Summary of Significant Accounting Policies

Basis of Accounting

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

Notes to Financial Statements

December 31, 2022 and 2021

Summary of Significant Accounting Policies (continued)

Investment Valuation and Income Recognition

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Administrative Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and Trustee. See Fair Value Measurements footnote for discussion of fair value measurements.

Net appreciation in fair value of investments is reflected in the statements of changes in net assets available for benefits and includes realized gains and losses on investments bought and sold and the change in appreciation from one period to the next. 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.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

The Plan's administrative expenses are paid by either the Plan or the participant, as provided by the Plan agreement.

Reclassification

Certain accounts in the 2021 financial statements have been reclassified in order to be consistent with the 2022 presentation.

Notes to Financial Statements

December 31, 2022 and 2021

Fair Value Measurements

ASC 820 establishes a framework for measuring fair value which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques should maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022 and 2021:

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset values and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

GEO. BYERS SONS, 401(K) PLAN

Notes to Financial Statements

December 31, 2022 and 2021

Fair Value Measurements (continued)

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2022 and 2021:

	Investments at fair value as of December 31, 2022			
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 29,664,684	\$ -	\$ -	\$ 29,664,684

	Investments at fair value as of December 31, 2021			
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 33,528,830	\$ -	\$ -	\$ 33,528,830

Fixed Interest Account

The Plan maintains a contract (fixed interest account) with Nationwide. Nationwide maintains the contributions in a general account. The average yield for the years ended December 31, 2022 and 2021 was 0.90% and 1.70%, respectively, and is reviewed on a quarterly basis for resetting. The fixed interest account issuer, Nationwide, is contractually obligated to repay the principal and the specified guaranteed interest rate to the Plan. Contract value represents contributions made under the contract, plus earnings less participant withdrawals. As of December 31, 2022 and 2021, the Plan has recorded the fixed interest account at the contract value in the amount of \$6,253,383 and \$6,751,554, respectively.

The Plan's ability to receive amounts due is dependent on Nationwide's ability to meet its financial obligations. Nationwide's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

Certain events limit the ability of the Plan to transact at contract value with Nationwide. Such events include the following: (1) amendments to the Plan Documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transactions under ERISA. The Plan Administrator does not believe that the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with participants, is probable.

Notes to Financial Statements

December 31, 2022 and 2021

Certified Investment Information

The Plan administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C), pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulation for Reporting and Disclosure under ERISA. Accordingly, Nationwide Trust Company, a qualified institution, has certified the following information included in the accompanying financial statements and supplemental Schedule of Assets (Held at End of Year) as complete and accurate:

- Investments and notes receivable from participants as shown in the Statements of Net Assets Available for Benefits as of December 31, 2022 and 2021;
- Net investment income and dividends and interest as shown in the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2022 and 2021;
- Investment information included in the Notes to Financial Statements;
- All investment information included in the Supplemental Schedule, Schedule H, Line 4i – Schedule of Assets (Held at End of Year) – As of December 31, 2022.

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified investment information included in the financial statements and ERISA-required supplemental schedule.

Related Party Transactions

Party-in-Interest transactions include those with fiduciaries or employees of the Plan, any person who provides services to the Plan, an employer whose employees are covered by the Plan, an employee organization whose members are covered by the Plan, a person who owns 50 percent or more of such an employer or employee association, or relatives of such persons. Participant notes receivable and the interest payments received qualifies as a party-in-interest transaction.

The Plan paid \$304,819 and \$337,132 of administrative fees to the recordkeeper and Trustee for years ended December 31, 2022 and 2021. The Company provides certain administrative services at no cost to the Plan.

Certain Plan investments are shares in accounts that are managed by Nationwide Trust Company. Nationwide Trust Company is the Trustee as defined by the Plan and qualifies as a party-in-interest.

Tax Status

The Company adopted a prototype standardized profit sharing plan that received a favorable opinion letter from the Internal Revenue Service on June 30, 2020, which stated that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the opinion letter, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Notes to Financial Statements

December 31, 2022 and 2021

Tax Status (continued)

The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2019.

Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the accompanying 2022 statements of net assets available for benefits.

Recent market conditions have resulted in an unusually high degree of volatility and increased the risks and short-term liquidity associated with certain investments held by the Plan, which could impact the value of investments after the date of these financial statements.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue contributions and terminate the Plan. In the event of termination or partial termination of the Plan, all amounts credited to a participants' account, including Company contributions, become fully vested.

Corrective Contribution

During 2022, the Company did not withhold and provide matching contributions on compensation as defined by the Plan. Management recorded a corrective contribution on the statements of net assets available for benefits for 2022. Management will follow the IRS's self-correction guidelines to correct these administrative errors. The Plan has recorded a receivable in the amount of \$4,434 to correct for the operational failure as of December 31, 2022.

Subsequent Events

The Plan evaluated subsequent events through August 24, 2023, the date the financial statements were issued.

GEO. BYERS SONS, 401(K) PLAN
EIN: #31-4139860 PLAN: #003

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)**

December 31, 2022

(a)	Identity of Issue, Borrower, (b) Lessor or Similar Party	Description of (c) Investment	Current (e) Value
	AB Discovery Value Fund - Class I	Mutual Fund	\$ 102,905
	American Century Growth Fund	Mutual Fund	18,193
	Baron Partners Fund	Mutual Fund	4,879
	BlackRock Mid-Cap Growth Equity Portfolio	Mutual Fund	303,364
	BlackRock Natural Resources Trust Institutional Shares	Mutual Fund	4,224
	Delaware Extended Duration Bond Fund	Mutual Fund	9,095
	Franklin Utilities Fund	Mutual Fund	37,940
	Invesco Comstock Fund	Mutual Fund	4,184
	JPMorgan Core Plus Bond Fund Class R6	Mutual Fund	62,926
	Ave Maria Growth Fund	Mutual Fund	34,498
	Ave Maria Value Fund	Mutual Fund	4,173
	MFS Value Fund	Mutual Fund	27,149
	American Beacon International Equity Fund	Mutual Fund	22,784
	Invesco Gold & Special Minerals Fund	Mutual Fund	18,119
	PGIM Global Real Estate Fund	Mutual Fund	21,165
	Hotchkis & Wiley Mid-Cap Value Fund Class I	Mutual Fund	4,222
	MainStay Epoch International Choice Fund	Mutual Fund	6,026
	BlackRock High Yield Bond Portfolio	Mutual Fund	361,087
	BlackRock Total Return Fund Class K Shares	Mutual Fund	283,466
	Invesco Energy Fund Class R5	Mutual Fund	8,603
	DFA Emerging Markets Core Equity Portfolio	Mutual Fund	715,013
	DFA Global Real Estate Securities Ptf	Mutual Fund	16,441
	Federated Hermes Strategic Value Dividend Fund	Mutual Fund	4,190
	JPMorgan Equity Income Fund I Class	Mutual Fund	27,100
	JPMorgan Large Cap Growth Fund	Mutual Fund	507,622
	Allspring Special Small Cap Value Fund Instl	Mutual Fund	39,150
	DFA Inflation-Protected Securities Portfolio	Mutual Fund	9,113
	Thornburg International Equity Fund Class R6	Mutual Fund	315,841
	PIMCO Stocks PLUS International Fund	Mutual Fund	311,830
	Invesco Comstock Select Fund	Mutual Fund	4,193
	Morgan Stanley Institutional Fund, Inc. Growth Portfolio	Mutual Fund	2,923
	BlackRock Strategic Income Opportunities Portfolio	Mutual Fund	130,107
	Guggenheim Floating Rate Strategies Fund	Mutual Fund	1,931
	Invesco SteelPath MLP Income Fund	Mutual Fund	4,198
	Invesco SteelPath MLP Select 40 Fund	Mutual Fund	4,218
	Invesco SteelPath MLP Alpha Fund	Mutual Fund	4,214
	AB Global Bond Fund	Mutual Fund	232,238
	AB Large Cap Growth Fund Class I	Mutual Fund	9,231
	BNY Mellon Small/Mid Cap Growth Fund	Mutual Fund	380,500
	Columbia Select Large Cap Growth Fund	Mutual Fund	59,706
	Diamond Hill Mid Cap Fund	Mutual Fund	313,473
	JPMorgan Small Cap Equity R5	Mutual Fund	420,013
	Vanguard 500 Index Fund	Mutual Fund	238,667
	Vanguard Short-Term Bond Index Fund	Mutual Fund	460
	Vanguard Total Bond Market Index Fund	Mutual Fund	14,087
	Vanguard Total Intl Stock Index Fund Adml Shares	Mutual Fund	72,824
	Vanguard Total Stock Market Index Fund	Mutual Fund	135,546
	Invesco SteelPath MLP Alpha Plus Fund	Mutual Fund	4,240
	Vanguard Dividend Appreciation Index Fund	Mutual Fund	356,085
	Vanguard Explorer Fund Admiral Shares	Mutual Fund	211,385

GEO. BYERS SONS, 401(K) PLAN
EIN: #31-4139860 PLAN: #003

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)**

December 31, 2022

(a)	Identity of Issue, Borrower, (b) Lessor or Similar Party	Description of (c) Investment	Current (e) Value
	Vanguard International Growth Fund	Mutual Fund	1,902
	Janus Henderson Triton Fund - N Shares	Mutual Fund	99,827
	Lord Abbett Floating Rate Fund Class R5	Mutual Fund	2,835
	DFA U.S. Large Cap Value Portfolio	Mutual Fund	955,226
	DFA U.S. Targeted Value Portfolio	Mutual Fund	17,750
	Dodge & Cox International Stock Fund - Class	Mutual Fund	682,177
	Cohen & Steers Real Estate Securities Fund, Inc.	Mutual Fund	223,044
	Federated Hermes Government Obligations Fund	Mutual Fund	29,970
	Principal Real Estate Securities Fund Instl Class	Mutual Fund	3,234
	TIAA-CREF Lifecycle Index 2020 Fund	Mutual Fund	32,959
	TIAA-CREF Lifecycle Index 2025 Fund	Mutual Fund	455,854
	TIAA-CREF Lifecycle Index 2030 Fund	Mutual Fund	387,828
	TIAA-CREF Lifecycle Index 2035 Fund	Mutual Fund	85,493
	TIAA-CREF Lifecycle Index 2040 Fund	Mutual Fund	68,807
	TIAA-CREF Lifecycle Index 2045 Fund	Mutual Fund	73,923
	TIAA-CREF Lifecycle Index 2050 Fund	Mutual Fund	143,141
	TIAA-CREF Lifecycle Index 2055 Fund	Mutual Fund	7,807
	TIAA-CREF Lifecycle Index 2060 Fund	Mutual Fund	55,212
	AQR Long-Short Equity Fund	Mutual Fund	4,238
	BNY Mellon S&P 500 Index Fund	Mutual Fund	1,204,900
	PGIM Total Return Bond Fund -Class Z	Mutual Fund	15,061
	PGIM Total Return Bond Fund -Class R6	Mutual Fund	488,417
	Templeton Global Bond Fund Class R6	Mutual Fund	13,451
	Janus Henderson Forty Fund Class T	Mutual Fund	1,214,309
	AQR Equity Market Neutral Fund	Mutual Fund	4,231
	Delaware Ivy Emerging Markets Local Currency Debt Fd	Mutual Fund	2,229
	JPMorgan Equity Income Fund	Mutual Fund	584,208
	Nationwide Loomis All Cap Growth Fund	Mutual Fund	650,285
	Virtus KAR Small-Cap Growth Fund I	Mutual Fund	3,182
	PIMCO StockPlus Long Duration Fd Insti Clas	Mutual Fund	9,918
	PGIM Jennison Natural Resources Fund	Mutual Fund	4,192
	Vanguard Energy Index Fund	Mutual Fund	8,622
	Vanguard Information Technology Index Fund	Mutual Fund	3,142
	Fidelity 500 Index Fund	Mutual Fund	1,119,816
	Fidelity International Index Fund	Mutual Fund	560,893
	Fidelity U.S. Bond Index Fund	Mutual Fund	452,590
	Victory Integrity Mid-Cap Value Fund	Mutual Fund	8,027
	Fidelity Asset Manager 50% Fund	Mutual Fund	387,461
	Fidelity Advisor Energy Fund	Mutual Fund	8,620
	Vanguard FTSE All-World ex-US Index Fund	Mutual Fund	92,810
	Fidelity Advisor Utilities Fund	Mutual Fund	16,391
	Fidelity Strategic Income Fund	Mutual Fund	16,672
	Goldman Sachs GQG Partners International Opp	Mutual Fund	688,517
	Principal Global Real Estate Securities Fund	Mutual Fund	334,114
	American Beacon ARK Disruptive Innovation Fund	Mutual Fund	6,982
	Nationwide Investor Destinations Aggressive	Mutual Fund	599,499
	Nationwide Investor Destinations Conservative Fund	Mutual Fund	42,824
	Nationwide Investor Destinations Mod Consv Fund	Mutual Fund	3,159,772
	Nationwide Investor Destinations Moderately Aggr Fund	Mutual Fund	1,570,073
	Nationwide Investor Destinations Moderate Fund	Mutual Fund	84,280

GEO. BYERS SONS, 401(K) PLAN
EIN: #31-4139860 PLAN: #003

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)**

December 31, 2022

(a)	Identity of Issue, Borrower, (b) Lessor or Similar Party	Description of (c) Investment	Current (e) Value
	Avantis U.S. Small Cap Value Fund	Mutual Fund	165,541
	Nationwide Money Market Fund	Mutual Fund	806,671
	Hood River Small-Cap Growth Fund, Instl Shares	Mutual Fund	9,400
	Avantis U.S. Large Cap Value Fund	Mutual Fund	550,545
	Harbor International Growth Fund	Mutual Fund	35,211
	Invesco Small Cap Value Class Y	Mutual Fund	4,215
	JPMorgan Mid Cap Value Fund	Mutual Fund	403,547
	MFS Research Fund	Mutual Fund	148,904
	Invesco International Bond Fund Class Y	Mutual Fund	11,581
	Invesco Oppenheimer International Growth Fund	Mutual Fund	9,091
	PIMCO Commodity Real Return Strategy Fund	Mutual Fund	288,951
	Pax Global Environmental Markets Fund	Mutual Fund	7,445
	PGIM High Yield Fund- Class Z	Mutual Fund	14,973
	PIMCO Funds Real Return Fund Institutional Class	Mutual Fund	456,739
	PIMCO Total Return Fund	Mutual Fund	305,268
	American Funds Fundamental Investors Class R-6	Mutual Fund	2,145,760
	American Funds The Growth Fund of America	Mutual Fund	1,357,197
	American Funds Capital World Growth and Income Fd	Mutual Fund	366,270
	Vanguard Explorer Fund	Mutual Fund	5,119
*	Fixed Select Contract	Fixed Interest Account	6,253,383
*	Participant Notes Receivable	Interest at 4.25% - 8.50%	481,827
			<u><u>\$ 36,399,894</u></u>

* Denotes a party-in-interest

** Historical cost is not required as all investments are participant directed