

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>GIVE EM A BRAKE SAFETY 401(K) PLAN</u>	1b Three-digit plan number (PN) ▶	<u>001</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>GIVE EM A BRAKE SAFETY</u> <u>2610 SANFORD AVENUE</u> <u>GRANDVILLE, MI 49418</u>		
1c Effective date of plan <u>01/01/2016</u>		
2b Employer Identification Number (EIN) <u>81-0599050</u>		
2c Plan Sponsor's telephone number <u>616-531-8705</u>		
2d Business code (see instructions) <u>488490</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.	10/12/2023	TANYA JOHNSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/12/2023	TANYA JOHNSON
	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		3b Administrator's EIN
		3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN
5 Total number of participants at the beginning of the plan year		5 201
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year		6a(1) 197
a(2) Total number of active participants at the end of the plan year		6a(2) 172
b Retired or separated participants receiving benefits		6b 0
c Other retired or separated participants entitled to future benefits.....		6c 14
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 186
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 0
f Total. Add lines 6d and 6e		6f 186
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....		6g 94
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 3D		
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) ☐ 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 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 GIVE EM A BRAKE SAFETY 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 GIVE EM A BRAKE SAFETY	D Employer Identification Number (EIN) 81-0599050	

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)

ALERUS FINANCIAL, N.A.

45-6062081

(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 21 25 37 50 60 63 64	NONE	15560	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 ☐

(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
(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 01/01/2022 and ending 12/31/2022		
A Name of plan GIVE EM A BRAKE SAFETY 401(K) PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 GIVE EM A BRAKE SAFETY	D Employer Identification Number (EIN) 81-0599050	

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	15929
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....		1b(1)	
(2) Participant contributions.....		1b(2)	
(3) Other.....		1b(3)	
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)	179419224946
(8) Participant loans.....		1c(8)	
(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)	54943144649973
(14) Value of funds held in insurance company general account (unallocated contracts).....		1c(14)	
(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	5689662	4874919

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	15929	
k Total liabilities (add all amounts in lines 1g through 1j)	1k	15929	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	5673733	4874919
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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)	273784	
(B) Participants	2a(1)(B)	377001	
(C) Others (including rollovers)	2a(1)(C)	3967	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		654752
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(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)	9081	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		9081
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	118744	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		118744
(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)		
(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)		-1032104
c Other income	2c		-841
d Total income. Add all income amounts in column (b) and enter total	2d		-250368
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	455802	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		455802
f Corrective distributions (see instructions)	2f		63494
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)		
(3) Investment advisory and management fees	2i(3)	13590	
(4) Other	2i(4)	15560	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		29150
j Total expenses. Add all expense amounts in column (b) and enter total	2j		548446
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-798814
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: GRANT, MILLMAND & JOHNSON, P.C

(2) EIN: 38-2555519

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		250000
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 GIVE EM A BRAKE SAFETY 401(K) PLAN		B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 GIVE EM A BRAKE SAFETY		D Employer Identification Number (EIN) 81-0599050
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): 45-6062081		
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:	14a		
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).....		14b	
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)			14c
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)			
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:	15a		
a The corresponding number for the plan year immediately preceding the current plan year.....		15b	
b The corresponding number for the second preceding plan year.....			
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:	16a		
a Enter the number of employers who withdrew during the preceding plan year		16b	
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.....			
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment		☐	

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

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

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



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October 9, 2023

To the Administrative Committee of the
Give-Em a Brake Safety, LLC 401(k) Plan

We have audited the financial statements of Give-Em a Brake Safety, LLC 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] for the year ended December 31, 2022, and we will issue our report thereon dated September 26, 2023. As permitted by ERISA Section 103(a)(3)(C), our audit did not extend to any statements or information related to assets held for investment of the Plan (investment information) by Alerus Financial, N.A., the trustee, which is a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, that prepared and certified the statements or information regarding assets so held in accordance with 29 CFR 2520.103-5. 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 supplemental schedules, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP. Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated July 19, 2023. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Matters

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by Give-Em a Brake Safety, LLC 401(k) Plan are described in Note 2 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during 2022. We noted no transactions entered into by the Plan during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

The financial statement disclosures are neutral, consistent, and clear.

Form 5500 Procedures

We are required to obtain and read a substantially complete draft of Form 5500 prior to dating our auditor's report. The purpose of this procedure is to identify any material inconsistencies between the draft Form 5500 and the Plan's financial statements. We identified no material inconsistencies in performing and completing our audit.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. We found no misstatements. You have represented to us in your letter dated September 26, 2023 that you have considered the effects of uncorrected misstatements and that their effects are immaterial, both individually and in the aggregate, to the financial statements taken as a whole.

Disagreements with Management

For purposes of this letter, a disagreement with management is a disagreement on a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Plan's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

While deferrals were generally remitted within two to three business days, there were many remittances during the year for the Give-Em a Brake Safety, LLC 401(k) Plan that went beyond five days. It was noted that this issue did get resolved towards the end of the year. However, you still need to make sure that all employee deferrals are being remitted on a timely basis.

Recommendations

- The Plan's participant contributions of \$105,866 were not remitted on a timely basis during 2022, due to various circumstances. We recommend procedures be implemented to ensure that contributions are remitted accurately and timely.
- It appears that there could be insufficient insurance for the ERISA bond. ERISA requires the bond coverage to be ten percent of the net assets amount at the beginning of the year. The Company should consult with its insurance provider to determine adequate coverage.



Grant, Millman & Johnson, P.C.

CERTIFIED PUBLIC ACCOUNTANTS
AND BUSINESS ADVISORS

Page Three

- Since the Plan has implemented certain provisions of the SECURE Act and/or CARES Act, you have until December 31, 2025 to adopt amendments to the Plan to reflect these provisions.

Other Matters

Our responsibility for the ERISA-required supplemental schedules accompanying the financial statements is to perform adequate procedures to evaluate whether the form and content of the ERISA-required supplemental schedules, other than that agreed to or derived from the certified investment information, is presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, and whether the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

This information is intended solely for the use of the administrative committee and management of Give-Em a Brake Safety, LLC 401(k) Plan and is not intended to be, and should not be, used by anyone other than these specified parties.

Very truly yours,

GRANT, MILLMAN & JOHNSON, P.C.

Grant, Millman & Johnson, P.C.

**GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN**

**FINANCIAL STATEMENTS AND
SUPPLEMENTAL INFORMATION**

DECEMBER 31, 2022

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

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As of and for the Years Ended
December 31, 2022 and 2021

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator of the
Give-Em A Brake Safety, LLC 401(k) Plan
Grandville, Michigan

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

We have performed audits of the accompanying financial statements of Give-Em A Brake Safety, LLC 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 statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Give-Em A Brake Safety, LLC 401(k) Plan financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2022 and 2021, and for the years then ended, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Give-Em A Brake Safety, LLC 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Give-Em A Brake Safety, LLC 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Give-Em A Brake Safety, LLC 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 Give-Em A Brake Safety, LLC 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.

Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) and Schedule of Delinquent Participant Contributions are presented for purposes of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such

information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

GRANT, MILLMAN & JOHNSON, P.C.

Grant, Millman & Johnson, P.C.

September 28, 2023

GIVE-EM A BRAKE SAFETY, LLC
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:		
Mutual Funds	\$ 4,427,172	\$ 5,482,784
Money Market Fund	<u>222,801</u>	<u>11,530</u>
Total Investments	<u>4,649,973</u>	<u>5,494,314</u>
Receivables:		
Notes Receivable from Participants	224,946	179,419
Participants Contributions	13,756	12,811
Employer Contribution	<u>9,793</u>	<u>9,136</u>
Total Receivables	<u>248,495</u>	<u>201,366</u>
Cash and Cash Equivalents	<u>8,857</u>	<u>15,929</u>
Total Assets	4,907,325	5,711,609
Liabilities:		
Payable to Broker	<u>8,857</u>	<u>15,929</u>
Net Assets Available for Benefits	<u><u>\$ 4,898,468</u></u>	<u><u>\$ 5,695,680</u></u>

See Notes to Financial Statements

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

STATEMENTS OF CHANGES IN NET ASSETS
AVAILABLE FOR BENEFITS
For the Years Ended December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Additions (Subtractions) to Net Assets Attributed to:		
Investment Income (Loss):		
Net Appreciation (Depreciation) in Fair Value of Investments	\$ (1,032,104)	\$ 638,843
Interest	3,129	12
Dividends	<u>115,614</u>	<u>138,250</u>
Total Investment Income (Loss)	<u>(913,361)</u>	<u>777,105</u>
Participant Loan Interest	<u>9,089</u>	<u>7,144</u>
Contributions:		
Participants	377,946	362,125
Employer	274,440	248,239
Rollover	<u>3,967</u>	<u>-</u>
Total Contributions	<u>656,353</u>	<u>610,364</u>
Total Additions (Subtractions)	<u>(247,919)</u>	<u>1,394,613</u>
Deductions From Net Assets Attributed To:		
Participants' Withdrawals	457,449	191,950
Corrective Distributions	63,494	45,841
Administration Fees	<u>28,350</u>	<u>29,339</u>
Total Deductions	<u>549,293</u>	<u>267,130</u>
Increase (Decrease) in Net Assets Available for Benefits	(797,212)	1,127,483
Net Assets Available for Benefits, Beginning of Year	<u>5,695,680</u>	<u>4,568,197</u>
Net Assets Available For Benefits, End of Year	<u><u>\$ 4,898,468</u></u>	<u><u>\$ 5,695,680</u></u>

See Notes to Financial Statements

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS
December 31, 2022 and 2021

NOTE 1 - Description of the Plan

The following summary description of Give-Em A Brake Safety, LLC 401(k) Plan is provided for general information purposes only. Participants should refer to the Plan Agreement for more complete information.

General - All employees of Give-Em A Brake Safety, LLC not considered an excluded employee, as defined in the Plan Agreement, having attained the age of twenty-one and meeting the service requirements, are eligible to become participants in the Plan effective as of the first day of the Plan year quarter coinciding with or next following the date the participant has satisfied the eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions - Participants may elect to contribute a percentage of their earnings to the 401(k) Plan. They may choose to do this as either a pre-tax deferral, a Roth deferral, or a combination of both. Participants' contributions are subject to annual maximums in accordance with the Internal Revenue Code. Participants designate how their contribution will be invested in the investment funds selected by the Plan Administrator. The Plan provides for an employer safe harbor contribution of 5% of compensation, a discretionary matching contribution not to exceed 4% of the participant's compensation, and a discretionary profit-sharing contribution. There were no discretionary contributions for the years ended December 31, 2022 and 2021.

Rollover Contributions - The Plan allows participants to make rollover contributions of amounts transferred from another qualified retirement plan.

Participant Accounts - Each participant's account is credited with the participant's contribution, the employer's matching contribution, allocations of the Company's discretionary contribution, if applicable, forfeiture allocations and Plan earnings. Allocations are based on participant compensation or account balances, as defined. The benefit to which a participant is entitled is the participant's vested account balance.

Vesting - Participants are immediately vested in their contributions and rollover contributions, plus actual earnings thereon. Vesting in the Company's matching and discretionary contribution portion of their accounts, plus actual earnings thereon, is based on years of continuous service. A participant is 100 percent vested after three years of credited service.

<u>Years of Service</u>	<u>Percentage</u>
Less than 1	0%
1	34%
2	68%
3 or more	100%

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 1 - Description of the Plan (Continued)

Investment Options - Upon enrollment in the Plan, a participant may direct contributions in one percent increments in any of the Plan's 22 investment options. Participants may change their investment options at any time. These options consist of mutual funds and a money market fund that vary in their respective strategies, risks and goals.

Notes Receivable from Participants - Participants may request a loan from the Plan of up to 50% of their account balance or \$50,000, whichever is lower. The loan term is limited to five years unless it is for the purchase of a principal residence. The loan is secured by the participant's account and bears interest at prevailing rates as determined by the Plan Administrator. Principal and interest are paid through payroll deductions.

Participant Withdrawals - Upon a participant's retirement date, death or total and permanent disability, all amounts credited to his or her account shall become fully vested. Upon termination, the non-vested portion of a participant's account shall be forfeited and subsequently allocated according to the terms of the Plan.

Distribution of the vested portion of a participant's account shall be made upon termination of employment. The vested portion of the account is payable in accordance with the terms of the Plan. If the vested portion of the account is less than \$5,000, the Administrator has the option of a lump-sum distribution without the participant's consent. However, if the vested portion of the participant's account exceeds \$5,000, a lump-sum distribution before normal retirement age can only be made with the participant's consent.

The Administrator shall direct the Trustee to distribute to a participant or his beneficiary any amount to which he is entitled under the Plan in one or more of the following methods:

- A lump-sum payment in cash or property.
- Payments in monthly, quarterly or annual cash installments over a reasonable period of time, not to extend beyond the participant's life expectancy. This option is only available if the accrued benefit exceeds \$5,000.

Forfeited Amounts - At December 31, 2022 and 2021, the value of forfeited non-vested accounts totaled \$5. The Company may elect to use forfeited amounts to reduce Plan expenses, employer contributions, or used to reduce any discretionary contribution. Under terms of the Plan, forfeited amounts of \$7,685 and \$8,226 were used to pay Plan expenses for the years ended December 31, 2022 and 2021, respectively.

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 1 - Description of the Plan (Continued)

SECURE Act and CARES Act - The Plan has implemented certain provisions of the SECURE Act, which was effective January 1, 2020, and the CARES Act, which was signed into law in March 2020. The Plan has until December 31, 2025 to adopt amendments to reflect these provisions.

NOTE 2 - Significant Accounting Policies

Basis of Accounting - The accompanying financial statements were prepared on the accrual basis of accounting.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of additions and deductions during the reporting period. Accordingly, actual results could differ from those estimates.

Investments - The Plan's investments are stated at fair value. Quoted market prices are used by the Trustee to value investments. Investments include shares of mutual funds and are valued at the net asset value of shares held by the Plan at year end. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade date basis. Dividends from investments in mutual funds are recorded when received. Unrealized appreciation (depreciation) of investments is the change between market value of investments at the beginning of the year and market value of investments at the end of the year.

Notes Receivable from Participants - Loans to participants are reported at their unpaid principal balances plus any accrued but unpaid interest. Delinquent participant loans are recorded as a distribution in accordance with the terms of the plan document. If a participant ceases to make loan repayments, and the plan administrator deems the loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits - Benefits are recorded when paid.

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 2 - Significant Accounting Policies (Continued)

Administrative Expenses - Certain plan administrative expenses are paid by the Plan sponsor and are excluded from these financial statements. Fees for the administration of notes receivable from participants and processing of benefit payments are charged directly to the participant's account and are included in administrative expenses. Investment management fees are paid by the Plan and included in administrative expenses.

Subsequent Events - Management has evaluated events and transactions through September 28, 2023, the date the financial statements were available to be issued.

NOTE 3 - Fair Value Measurements

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits.

<u>Assets at Fair Value as of December 31, 2022</u>		
	<u>Level 1</u>	<u>Total</u>
Mutual Funds	\$ 4,427,172	\$ 4,427,172
Money Market Funds	<u>222,801</u>	<u>222,801</u>
Total	<u>\$ 4,649,973</u>	<u>\$ 4,649,973</u>

<u>Assets at Fair Value as of December 31, 2021</u>		
	<u>Level 1</u>	<u>Total</u>
Mutual Funds	\$ 5,482,784	\$ 5,482,784
Money Market Funds	<u>11,530</u>	<u>11,530</u>
Total	<u>\$ 5,494,314</u>	<u>\$ 5,494,314</u>

The Plan's investments are reported at fair value in the statements of net assets available for benefits. The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels which are described below. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments.

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 3 - Fair Value Measurements (Continued)

Level 1 Fair Value Measurements

Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value.

The fair value of money market and mutual funds is based on quoted net asset values of the shares held by the Plan at year end. The fair values of common stocks are based on the closing price reported on the active market where the individual securities are traded.

Level 2 Fair Value Measurements

Level 2 inputs consist of quoted prices for similar assets in active and inactive markets and other observable corroborated market data. Level 2 inputs were only used when Level 1 inputs were not available. This includes, but not limited to, quoted prices for similar assets or liabilities in markets that are not active. There are no Level 2 assets.

Level 3 Fair Value Measurements

Level 3 assets have the lowest priority. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available. The fair value measurement is based on other unobservable inputs. There are no Level 3 assets.

NOTE 4 - Net Change in Fair Value of Investments

Gains and losses (realized and unrealized) included in the statements of changes in net assets available for benefits for the years ended December 31, 2022 and 2021 are reported in net appreciation or depreciation in fair value of investments.

The net change in fair value by type of investments is as follows:

	<u>2022</u>	<u>2021</u>
Mutual Funds		
Equity Growth and Income Funds	\$ (930,723)	\$ 655,643
Fixed Income Funds	<u>(101,381)</u>	<u>(16,800)</u>
	<u>\$ (1,032,104)</u>	<u>\$ 638,843</u>

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 5 - Information Certified by Trustee

The financial statements, accompanying notes and supplemental schedules were prepared in part from information certified by Alerus Financial, N.A., the trustee of the Plan, as of and for the years ended December 31, 2022 and 2021, in accordance with 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA). The information certified includes: investments, notes receivable from participants, investment income, and participant loan interest.

NOTE 6 - Related Party and Party-In-Interest Transactions

Alerus Financial, N.A. is the trustee as defined by the Plan. In addition, Alerus Retirement and Benefits provides recordkeeping services to the Plan. Therefore, these are considered as party-in-interest transactions. Also, the Company and its subsidiaries participate in the Plan and are considered parties-in-interest. The administrative expenses paid by the Plan include plan administration and investment advisory services, and the service providers are considered parties-in-interest.

NOTE 7 - Plan Termination

Although it has not expressed any intent to do so, the Company shall have the right at any time to terminate the Plan subject to the provisions of ERISA. Upon termination, all amounts credited to the affected participants' accounts shall become 100% vested.

NOTE 8 - Tax Status

The Plan has adopted a prototype plan sponsored by Alerus Financial, N.A. Defined Contribution Volume Submitter Plan and Trust. Alerus Financial, N.A. has obtained a determination letter dated June 30, 2020, in which the Internal Revenue Service stated that the prototype plan was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by taxing authorities.

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 8 - Tax Status (Continued)

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

NOTE 9 - Trust Agreement

Effective January 1, 2016, Alerus Financial, N.A. was appointed Trustee of the Plan. In accordance with the powers and duties of the Trustee as designated in the Trust Agreement, the Trustee invests the Plan's assets and the income therefrom for the benefit of the Plan participants. At the employer's discretion, Trustee fees may be paid from the Plan's assets.

NOTE 10 - Risks and Uncertainties

The Plan provides for various investment options whose underlying investment securities include stocks, bonds and fixed income 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 the participants' account balances and the amounts reported in the statement of net assets available for benefits and the statement of changes in net assets available for benefits.

NOTE 11 - Timely Remittance of Contributions

Amounts withheld for employee contributions and loan repayments are required to be remitted to the trustee as soon as they can be reasonably segregated. Untimely remittance of participants' contributions constitutes a prohibited transaction under ERISA section 406. For thirteen pay periods during 2022, the Plan sponsor did not remit the amounts withheld within the specified time frame and will correct this by remitting the lost earnings.

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 12 - Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

	<u>2022</u>	<u>2021</u>
Net assets available for benefits per the financial statements	\$ 4,898,468	\$ 5,695,680
Participant contribution accrued at December 31	(13,756)	(12,811)
Employer contribution accrued at December 31	<u>(9,793)</u>	<u>(9,136)</u>
Net assets per Form 5500	<u>\$ 4,874,919</u>	<u>\$ 5,673,733</u>

The following is a reconciliation of changes in net assets available for benefits per the financial statements to the Form 5500:

	<u>2022</u>	<u>2021</u>
Changes in net assets available for benefits per the financial statements	\$ (797,212)	\$ 1,127,483
Contributions accrued - prior year	21,947	8,340
Contributions accrued - current year	(23,549)	(21,947)
Change in accrued dividends	<u>-</u>	<u>410</u>
Change in net assets per Form 5500	<u>\$ (798,814)</u>	<u>\$ 1,114,286</u>

SUPPLEMENTAL INFORMATION

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

SCHEDULE H - LINE 4(i)
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2022
EIN: 81-0599050 PLAN: 001

(a)	(b)	(c)	(d)	(e)
		Investment Description, Number of Shares or Interest Rate	Cost	Current Value
<u>Identity of Issue</u>				
Vanguard		Vanguard Federal Money Market Fund #33	\$ 222,801	\$ 222,801
Vanguard		Vanguard Balanced Index Fund ADM #502	658,706	717,544
BlackRock		Blackrock High Yield Bond Portfolio CI K	54,573	48,858
Dimensional		Inflation-Protected Securities 1	75,037	65,528
Dimensional		Intermediate Govt Fixed Income 1	192,396	162,899
Metropolitan Funds		West Total Return Bond Plan	187,148	155,779
PIMCO		International Bond (USD Hedged) Instrument	72,154	62,691
PIMCO		Short Asset Investment Instl	13,283	13,096
Vanguard		Short Term Investment Grade	114,284	106,302
Dimensional		US Large Cap Value	390,073	447,519
T. Rowe Price		Mid Capgrowth Fund CL 1	115,421	105,800
Vanguard		Real Estate Index ADMR Index Fund Admiral SHS	150,211	143,859
Vanguard		Small Cap Value Index Admiral	239,789	286,767
Vanguard		Mid Cap Value Index ADM	16,795	18,046
Vanguard		Small Cap Growth Index Admiral	191,894	192,306
Vanguard		Index Trust Mid-Cap Index Fund Admiral SHS	178,158	204,362
Vanguard		Growth Index Admiral	328,394	350,830
Vanguard		Small Cap Index Admiral Fund #548	38,599	43,325
Vanguard		500 Index Admiral FD 540	412,246	487,290
Dimensional		International Core Equity	577,331	597,589
Dimensional		Emerging Markets	182,723	178,063
Dimensional		International Small Company	40,642	38,719
* Participants Loans		4.25%-6.50%	-	224,946
TOTAL INVESTMENTS			<u>\$ 4,452,658</u>	<u>\$ 4,874,919</u>

* Represents a party-in-interest

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

SCHEDULE H - LINE 4(a)
SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
December 31, 2022
EIN: 81-0599050 PLAN: 001

Participant Contributions Transferred Late to Plan	Totals that Constitute Non Exempt Prohibited Transactions				Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected		Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Check here if Late Participant Loan Repayments are included ☒ X					
\$ 105,866	\$ -		\$ 105,866	\$ -	\$ -

**GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN**

**FINANCIAL STATEMENTS AND
SUPPLEMENTAL INFORMATION**

DECEMBER 31, 2022

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

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As of and for the Years Ended
December 31, 2022 and 2021

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Grant, Millman & Johnson, P.C.

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator of the
Give-Em A Brake Safety, LLC 401(k) Plan
Grandville, Michigan

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

We have performed audits of the accompanying financial statements of Give-Em A Brake Safety, LLC 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 statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Give-Em A Brake Safety, LLC 401(k) Plan financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2022 and 2021, and for the years then ended, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Give-Em A Brake Safety, LLC 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Give-Em A Brake Safety, LLC 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Give-Em A Brake Safety, LLC 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 Give-Em A Brake Safety, LLC 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.

Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) and Schedule of Delinquent Participant Contributions are presented for purposes of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such

information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

GRANT, MILLMAN & JOHNSON, P.C.

Grant, Millman & Johnson, P.C.

September 28, 2023

GIVE-EM A BRAKE SAFETY, LLC
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:		
Mutual Funds	\$ 4,427,172	\$ 5,482,784
Money Market Fund	<u>222,801</u>	<u>11,530</u>
Total Investments	<u>4,649,973</u>	<u>5,494,314</u>
Receivables:		
Notes Receivable from Participants	224,946	179,419
Participants Contributions	13,756	12,811
Employer Contribution	<u>9,793</u>	<u>9,136</u>
Total Receivables	<u>248,495</u>	<u>201,366</u>
Cash and Cash Equivalents	<u>8,857</u>	<u>15,929</u>
Total Assets	4,907,325	5,711,609
Liabilities:		
Payable to Broker	<u>8,857</u>	<u>15,929</u>
Net Assets Available for Benefits	<u><u>\$ 4,898,468</u></u>	<u><u>\$ 5,695,680</u></u>

See Notes to Financial Statements

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

STATEMENTS OF CHANGES IN NET ASSETS
AVAILABLE FOR BENEFITS
For the Years Ended December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Additions (Subtractions) to Net Assets Attributed to:		
Investment Income (Loss):		
Net Appreciation (Depreciation) in Fair Value of Investments	\$ (1,032,104)	\$ 638,843
Interest	3,129	12
Dividends	<u>115,614</u>	<u>138,250</u>
Total Investment Income (Loss)	<u>(913,361)</u>	<u>777,105</u>
Participant Loan Interest	<u>9,089</u>	<u>7,144</u>
Contributions:		
Participants	377,946	362,125
Employer	274,440	248,239
Rollover	<u>3,967</u>	<u>-</u>
Total Contributions	<u>656,353</u>	<u>610,364</u>
Total Additions (Subtractions)	<u>(247,919)</u>	<u>1,394,613</u>
Deductions From Net Assets Attributed To:		
Participants' Withdrawals	457,449	191,950
Corrective Distributions	63,494	45,841
Administration Fees	<u>28,350</u>	<u>29,339</u>
Total Deductions	<u>549,293</u>	<u>267,130</u>
Increase (Decrease) in Net Assets Available for Benefits	(797,212)	1,127,483
Net Assets Available for Benefits, Beginning of Year	<u>5,695,680</u>	<u>4,568,197</u>
Net Assets Available For Benefits, End of Year	<u><u>\$ 4,898,468</u></u>	<u><u>\$ 5,695,680</u></u>

See Notes to Financial Statements

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS
December 31, 2022 and 2021

NOTE 1 - Description of the Plan

The following summary description of Give-Em A Brake Safety, LLC 401(k) Plan is provided for general information purposes only. Participants should refer to the Plan Agreement for more complete information.

General - All employees of Give-Em A Brake Safety, LLC not considered an excluded employee, as defined in the Plan Agreement, having attained the age of twenty-one and meeting the service requirements, are eligible to become participants in the Plan effective as of the first day of the Plan year quarter coinciding with or next following the date the participant has satisfied the eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions - Participants may elect to contribute a percentage of their earnings to the 401(k) Plan. They may choose to do this as either a pre-tax deferral, a Roth deferral, or a combination of both. Participants' contributions are subject to annual maximums in accordance with the Internal Revenue Code. Participants designate how their contribution will be invested in the investment funds selected by the Plan Administrator. The Plan provides for an employer safe harbor contribution of 5% of compensation, a discretionary matching contribution not to exceed 4% of the participant's compensation, and a discretionary profit-sharing contribution. There were no discretionary contributions for the years ended December 31, 2022 and 2021.

Rollover Contributions - The Plan allows participants to make rollover contributions of amounts transferred from another qualified retirement plan.

Participant Accounts - Each participant's account is credited with the participant's contribution, the employer's matching contribution, allocations of the Company's discretionary contribution, if applicable, forfeiture allocations and Plan earnings. Allocations are based on participant compensation or account balances, as defined. The benefit to which a participant is entitled is the participant's vested account balance.

Vesting - Participants are immediately vested in their contributions and rollover contributions, plus actual earnings thereon. Vesting in the Company's matching and discretionary contribution portion of their accounts, plus actual earnings thereon, is based on years of continuous service. A participant is 100 percent vested after three years of credited service.

<u>Years of Service</u>	<u>Percentage</u>
Less than 1	0%
1	34%
2	68%
3 or more	100%

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 1 - Description of the Plan (Continued)

Investment Options - Upon enrollment in the Plan, a participant may direct contributions in one percent increments in any of the Plan's 22 investment options. Participants may change their investment options at any time. These options consist of mutual funds and a money market fund that vary in their respective strategies, risks and goals.

Notes Receivable from Participants - Participants may request a loan from the Plan of up to 50% of their account balance or \$50,000, whichever is lower. The loan term is limited to five years unless it is for the purchase of a principal residence. The loan is secured by the participant's account and bears interest at prevailing rates as determined by the Plan Administrator. Principal and interest are paid through payroll deductions.

Participant Withdrawals - Upon a participant's retirement date, death or total and permanent disability, all amounts credited to his or her account shall become fully vested. Upon termination, the non-vested portion of a participant's account shall be forfeited and subsequently allocated according to the terms of the Plan.

Distribution of the vested portion of a participant's account shall be made upon termination of employment. The vested portion of the account is payable in accordance with the terms of the Plan. If the vested portion of the account is less than \$5,000, the Administrator has the option of a lump-sum distribution without the participant's consent. However, if the vested portion of the participant's account exceeds \$5,000, a lump-sum distribution before normal retirement age can only be made with the participant's consent.

The Administrator shall direct the Trustee to distribute to a participant or his beneficiary any amount to which he is entitled under the Plan in one or more of the following methods:

- A lump-sum payment in cash or property.
- Payments in monthly, quarterly or annual cash installments over a reasonable period of time, not to extend beyond the participant's life expectancy. This option is only available if the accrued benefit exceeds \$5,000.

Forfeited Amounts - At December 31, 2022 and 2021, the value of forfeited non-vested accounts totaled \$5. The Company may elect to use forfeited amounts to reduce Plan expenses, employer contributions, or used to reduce any discretionary contribution. Under terms of the Plan, forfeited amounts of \$7,685 and \$8,226 were used to pay Plan expenses for the years ended December 31, 2022 and 2021, respectively.

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 1 - Description of the Plan (Continued)

SECURE Act and CARES Act - The Plan has implemented certain provisions of the SECURE Act, which was effective January 1, 2020, and the CARES Act, which was signed into law in March 2020. The Plan has until December 31, 2025 to adopt amendments to reflect these provisions.

NOTE 2 - Significant Accounting Policies

Basis of Accounting - The accompanying financial statements were prepared on the accrual basis of accounting.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of additions and deductions during the reporting period. Accordingly, actual results could differ from those estimates.

Investments - The Plan's investments are stated at fair value. Quoted market prices are used by the Trustee to value investments. Investments include shares of mutual funds and are valued at the net asset value of shares held by the Plan at year end. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade date basis. Dividends from investments in mutual funds are recorded when received. Unrealized appreciation (depreciation) of investments is the change between market value of investments at the beginning of the year and market value of investments at the end of the year.

Notes Receivable from Participants - Loans to participants are reported at their unpaid principal balances plus any accrued but unpaid interest. Delinquent participant loans are recorded as a distribution in accordance with the terms of the plan document. If a participant ceases to make loan repayments, and the plan administrator deems the loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits - Benefits are recorded when paid.

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 2 - Significant Accounting Policies (Continued)

Administrative Expenses - Certain plan administrative expenses are paid by the Plan sponsor and are excluded from these financial statements. Fees for the administration of notes receivable from participants and processing of benefit payments are charged directly to the participant's account and are included in administrative expenses. Investment management fees are paid by the Plan and included in administrative expenses.

Subsequent Events - Management has evaluated events and transactions through September 28, 2023, the date the financial statements were available to be issued.

NOTE 3 - Fair Value Measurements

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits.

<u>Assets at Fair Value as of December 31, 2022</u>		
	<u>Level 1</u>	<u>Total</u>
Mutual Funds	\$ 4,427,172	\$ 4,427,172
Money Market Funds	<u>222,801</u>	<u>222,801</u>
Total	<u>\$ 4,649,973</u>	<u>\$ 4,649,973</u>

<u>Assets at Fair Value as of December 31, 2021</u>		
	<u>Level 1</u>	<u>Total</u>
Mutual Funds	\$ 5,482,784	\$ 5,482,784
Money Market Funds	<u>11,530</u>	<u>11,530</u>
Total	<u>\$ 5,494,314</u>	<u>\$ 5,494,314</u>

The Plan's investments are reported at fair value in the statements of net assets available for benefits. The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels which are described below. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments.

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 3 - Fair Value Measurements (Continued)

Level 1 Fair Value Measurements

Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value.

The fair value of money market and mutual funds is based on quoted net asset values of the shares held by the Plan at year end. The fair values of common stocks are based on the closing price reported on the active market where the individual securities are traded.

Level 2 Fair Value Measurements

Level 2 inputs consist of quoted prices for similar assets in active and inactive markets and other observable corroborated market data. Level 2 inputs were only used when Level 1 inputs were not available. This includes, but not limited to, quoted prices for similar assets or liabilities in markets that are not active. There are no Level 2 assets.

Level 3 Fair Value Measurements

Level 3 assets have the lowest priority. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available. The fair value measurement is based on other unobservable inputs. There are no Level 3 assets.

NOTE 4 - Net Change in Fair Value of Investments

Gains and losses (realized and unrealized) included in the statements of changes in net assets available for benefits for the years ended December 31, 2022 and 2021 are reported in net appreciation or depreciation in fair value of investments.

The net change in fair value by type of investments is as follows:

	<u>2022</u>	<u>2021</u>
Mutual Funds		
Equity Growth and Income Funds	\$ (930,723)	\$ 655,643
Fixed Income Funds	<u>(101,381)</u>	<u>(16,800)</u>
	<u>\$ (1,032,104)</u>	<u>\$ 638,843</u>

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 5 - Information Certified by Trustee

The financial statements, accompanying notes and supplemental schedules were prepared in part from information certified by Alerus Financial, N.A., the trustee of the Plan, as of and for the years ended December 31, 2022 and 2021, in accordance with 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA). The information certified includes: investments, notes receivable from participants, investment income, and participant loan interest.

NOTE 6 - Related Party and Party-In-Interest Transactions

Alerus Financial, N.A. is the trustee as defined by the Plan. In addition, Alerus Retirement and Benefits provides recordkeeping services to the Plan. Therefore, these are considered as party-in-interest transactions. Also, the Company and its subsidiaries participate in the Plan and are considered parties-in-interest. The administrative expenses paid by the Plan include plan administration and investment advisory services, and the service providers are considered parties-in-interest.

NOTE 7 - Plan Termination

Although it has not expressed any intent to do so, the Company shall have the right at any time to terminate the Plan subject to the provisions of ERISA. Upon termination, all amounts credited to the affected participants' accounts shall become 100% vested.

NOTE 8 - Tax Status

The Plan has adopted a prototype plan sponsored by Alerus Financial, N.A. Defined Contribution Volume Submitter Plan and Trust. Alerus Financial, N.A. has obtained a determination letter dated June 30, 2020, in which the Internal Revenue Service stated that the prototype plan was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by taxing authorities.

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 8 - Tax Status (Continued)

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

NOTE 9 - Trust Agreement

Effective January 1, 2016, Alerus Financial, N.A. was appointed Trustee of the Plan. In accordance with the powers and duties of the Trustee as designated in the Trust Agreement, the Trustee invests the Plan's assets and the income therefrom for the benefit of the Plan participants. At the employer's discretion, Trustee fees may be paid from the Plan's assets.

NOTE 10 - Risks and Uncertainties

The Plan provides for various investment options whose underlying investment securities include stocks, bonds and fixed income 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 the participants' account balances and the amounts reported in the statement of net assets available for benefits and the statement of changes in net assets available for benefits.

NOTE 11 - Timely Remittance of Contributions

Amounts withheld for employee contributions and loan repayments are required to be remitted to the trustee as soon as they can be reasonably segregated. Untimely remittance of participants' contributions constitutes a prohibited transaction under ERISA section 406. For thirteen pay periods during 2022, the Plan sponsor did not remit the amounts withheld within the specified time frame and will correct this by remitting the lost earnings.

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
December 31, 2022 and 2021

NOTE 12 - Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

	<u>2022</u>	<u>2021</u>
Net assets available for benefits per the financial statements	\$ 4,898,468	\$ 5,695,680
Participant contribution accrued at December 31	(13,756)	(12,811)
Employer contribution accrued at December 31	<u>(9,793)</u>	<u>(9,136)</u>
Net assets per Form 5500	<u>\$ 4,874,919</u>	<u>\$ 5,673,733</u>

The following is a reconciliation of changes in net assets available for benefits per the financial statements to the Form 5500:

	<u>2022</u>	<u>2021</u>
Changes in net assets available for benefits per the financial statements	\$ (797,212)	\$ 1,127,483
Contributions accrued - prior year	21,947	8,340
Contributions accrued - current year	(23,549)	(21,947)
Change in accrued dividends	<u>-</u>	<u>410</u>
Change in net assets per Form 5500	<u>\$ (798,814)</u>	<u>\$ 1,114,286</u>

SUPPLEMENTAL INFORMATION

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

SCHEDULE H - LINE 4(i)
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2022
EIN: 81-0599050 PLAN: 001

(a)	(b)	(c)	(d)	(e)
		Investment Description, Number of Shares or Interest Rate	Cost	Current Value
<u>Identity of Issue</u>				
Vanguard		Vanguard Federal Money Market Fund #33	\$ 222,801	\$ 222,801
Vanguard		Vanguard Balanced Index Fund ADM #502	658,706	717,544
BlackRock		Blackrock High Yield Bond Portfolio CI K	54,573	48,858
Dimensional		Inflation-Protected Securities 1	75,037	65,528
Dimensional		Intermediate Govt Fixed Income 1	192,396	162,899
Metropolitan Funds		West Total Return Bond Plan	187,148	155,779
PIMCO		International Bond (USD Hedged) Instrument	72,154	62,691
PIMCO		Short Asset Investment Instl	13,283	13,096
Vanguard		Short Term Investment Grade	114,284	106,302
Dimensional		US Large Cap Value	390,073	447,519
T. Rowe Price		Mid Capgrowth Fund CL 1	115,421	105,800
Vanguard		Real Estate Index ADMR Index Fund Admiral SHS	150,211	143,859
Vanguard		Small Cap Value Index Admiral	239,789	286,767
Vanguard		Mid Cap Value Index ADM	16,795	18,046
Vanguard		Small Cap Growth Index Admiral	191,894	192,306
Vanguard		Index Trust Mid-Cap Index Fund Admiral SHS	178,158	204,362
Vanguard		Growth Index Admiral	328,394	350,830
Vanguard		Small Cap Index Admiral Fund #548	38,599	43,325
Vanguard		500 Index Admiral FD 540	412,246	487,290
Dimensional		International Core Equity	577,331	597,589
Dimensional		Emerging Markets	182,723	178,063
Dimensional		International Small Company	40,642	38,719
* Participants Loans		4.25%-6.50%	-	224,946
TOTAL INVESTMENTS			<u>\$ 4,452,658</u>	<u>\$ 4,874,919</u>

* Represents a party-in-interest

GIVE-EM A BRAKE SAFETY, LLC
401(k) PLAN

SCHEDULE H - LINE 4(a)
SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
December 31, 2022
EIN: 81-0599050 PLAN: 001

Participant Contributions Transferred Late to Plan	Totals that Constitute Non Exempt Prohibited Transactions				Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected		Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Check here if Late Participant Loan Repayments are included ☒ X					
\$ 105,866	\$ -		\$ 105,866	\$ -	\$ -