

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 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ 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 CRETE CARRIER CORPORATION 401(K) PROFIT SHARING PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 07/01/1969
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) CRETE CARRIER CORPORATION 400 NW 56TH STREET LINCOLN, NE 68528
2b	Employer Identification Number (EIN) 47-0496288
2c	Plan Sponsor's telephone number 402-475-9521
2d	Business code (see instructions) 484120

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.	07/12/2024	TIM ASCHOFF
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	07/12/2024	TIM ASCHOFF
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	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 10227
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 6085 6a(2) 6092 6b 589 6c 4125 6d 10806 6e 17 6f 10823 6g(1) 10010 6g(2) 10752 6h 942
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:

2A 2E 2F 2H 2J 2K 2S 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
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached _____
- (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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan CRETE CARRIER CORPORATION 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 CRETE CARRIER CORPORATION	D Employer Identification Number (EIN) 47-0496288	

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

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

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

UNION BANK & TRUST COMPANY

47-0321480

(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?
12 15 21 38 51 64	NONE	1077186	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

MATRIX CLEARANCE AND SETTLEMENT

13-4046432

(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?
33 60	NONE	0	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration		DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2023 This Form is Open to Public Inspection.	
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023					
A Name of plan CRETE CARRIER CORPORATION 401(K) PROFIT SHARING PLAN				B Three-digit plan number (PN) ▶ 001	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 CRETE CARRIER CORPORATION				D Employer Identification Number (EIN) 47-0496288	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: METLIFE STABLE VALUE 25053 CL 0					
b Name of sponsor of entity listed in (a): RELIANCE TRUST COMPANY					
c EIN-PN 46-6625485-002		d Entity code C		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10435905	
a Name of MTIA, CCT, PSA, or 103-12 IE: METLIFE STABLE VALUE 25157 CL 0					
b Name of sponsor of entity listed in (a): RELIANCE TRUST COMPANY					
c EIN-PN 46-6625485-002		d Entity code C		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
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b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
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a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

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
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan CRETE CARRIER CORPORATION 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 CRETE CARRIER CORPORATION	D Employer Identification Number (EIN) 47-0496288	

Part I	Asset and Liability Statement
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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	86421	-56009
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	335062	318652
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	273562	300931
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	4650765	7057153
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	11386406	7888354
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	81191287	91086846
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	11466558	10435905
(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)	174418162	203909255
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	518285	1446450

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	284326508	322387537
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	230795	263879
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	230795	263879
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	284095713	322123658

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)	13983590	
(B) Participants	2a(1)(B)	20457592	
(C) Others (including rollovers)	2a(1)(C)	1040676	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		35481858
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)	125749	
(C) Corporate debt instruments	2b(1)(C)	227479	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	18713	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		371941
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	9017204	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		9017204
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	44662385	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	43095741	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		1566644
(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)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		267723
(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)		33270835
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		79976205

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	40862346	
(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)		40862346
f Corrective distributions (see instructions)	2f		8728
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)	1077186	
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1077186
j Total expenses. Add all expense amounts in column (b) and enter total	2j		41948260

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		38027945
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: **FORVIS MAZARS, LLP**

(2) EIN: **44-0160260**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

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

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		1500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
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.			

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 2023 This Form is Open to Public Inspection.
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan CRETE CARRIER CORPORATION 401(K) PROFIT SHARING PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 CRETE CARRIER CORPORATION		D Employer Identification Number (EIN) 47-0496288
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
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): 47-6174009		
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) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) 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) 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)	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to: a The corresponding number for the plan year immediately preceding the current plan year b The corresponding number for the second preceding plan year	15a 15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year: a Enter the number of employers who withdrew during the preceding plan year 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	16a 16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b): a Enter the percentage of plan assets held as: Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____% High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____% b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20. a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation. _____	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No 21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2). ☐ Design-based safe harbor method ☐ "Prior year" ADP test ☒ "Current year" ADP test ☐ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter <u>06 / 30 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q702571A</u> .	

Independent Auditor's Report

Plan Administrator
Crete Carrier Corporation 401(k) Profit Sharing Plan
Lincoln, Nebraska

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

We have performed an audit of the financial statements of Crete Carrier Corporation 401(k) Profit Sharing Plan, an employee benefit plan subject to the *Employee Retirement Income Security Act of 1974* (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2023 and 2022, 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 audit of Crete Carrier Corporation 401(k) Profit Sharing Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Crete Carrier Corporation 401(k) Profit Sharing 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 Crete Carrier Corporation 401(k) Profit Sharing Plan's ability to continue as a going concern within one year after the date that these 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 Crete Carrier Corporation 401(k) Profit Sharing 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 Crete Carrier Corporation 401(k) Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules listed in the table of contents are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental 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).

Forvis Mazars, LLP

Lincoln, Nebraska
July 1, 2024

Federal Employer Identification Number: 44-0160260



Crete Carrier Corporation 401(k) Profit Sharing Plan

EIN 47-0496288 PN 001

Independent Auditor's Report and Financial Statements

December 31, 2023 and 2022



Crete Carrier Corporation 401(k) Profit Sharing Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

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Independent Auditor's Report

Plan Administrator
Crete Carrier Corporation 401(k) Profit Sharing Plan
Lincoln, Nebraska

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

We have performed an audit of the financial statements of Crete Carrier Corporation 401(k) Profit Sharing Plan, an employee benefit plan subject to the *Employee Retirement Income Security Act of 1974* (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2023 and 2022, 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 audit of Crete Carrier Corporation 401(k) Profit Sharing Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Crete Carrier Corporation 401(k) Profit Sharing 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 Crete Carrier Corporation 401(k) Profit Sharing Plan's ability to continue as a going concern within one year after the date that these 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 Crete Carrier Corporation 401(k) Profit Sharing 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 Crete Carrier Corporation 401(k) Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules listed in the table of contents are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental 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).

Forvis Mazars, LLP

Lincoln, Nebraska
July 1, 2024

Federal Employer Identification Number: 44-0160260

Crete Carrier Corporation 401(k) Profit Sharing Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

ASSETS		
	2023	2022
Investments, at Fair Value	<u>\$ 321,823,963</u>	<u>\$ 283,631,463</u>
Receivables		
Employer contribution	318,652	335,062
Interest and dividends	<u>300,931</u>	<u>273,562</u>
Total receivables	<u>619,583</u>	<u>608,624</u>
Noninterest-bearing Cash	<u>(56,009)</u>	<u>86,421</u>
Total assets	<u>322,387,537</u>	<u>284,326,508</u>
LIABILITIES		
Accrued Expenses	<u>263,879</u>	<u>230,795</u>
Total liabilities	<u>263,879</u>	<u>230,795</u>
Net Assets Available for Benefits	<u><u>\$ 322,123,658</u></u>	<u><u>\$ 284,095,713</u></u>

Crete Carrier Corporation 401(k) Profit Sharing Plan
Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2023 and 2022

	2023	2022
Investment Income		
Net appreciation (depreciation) in fair value of investments	\$ 35,105,202	\$ (45,963,126)
Interest	371,941	495,601
Dividends	9,017,204	7,699,917
	<u>44,494,347</u>	<u>(37,767,608)</u>
Contributions		
Employer	13,983,590	19,032,289
Participants	20,457,592	21,658,430
Rollovers	1,040,676	924,660
	<u>35,481,858</u>	<u>41,615,379</u>
Total additions	<u>79,976,205</u>	<u>3,847,771</u>
Deductions		
Benefits paid directly to participants	40,871,074	31,069,950
Administrative expenses	1,077,186	778,989
Total deductions	<u>41,948,260</u>	<u>31,848,939</u>
Net Increase (Decrease)	38,027,945	(28,001,168)
Net Assets Available for Benefits, Beginning of Year	<u>284,095,713</u>	<u>312,096,881</u>
Net Assets Available for Benefits, End of Year	<u>\$ 322,123,658</u>	<u>\$ 284,095,713</u>

Crete Carrier Corporation 401(k) Profit Sharing Plan
Notes to Financial Statements
December 31, 2023 and 2022

Note 1. Description of the Plan

The following description of Crete Carrier Corporation 401(k) Profit Sharing Plan (Plan) provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

The Plan is a defined contribution plan sponsored by Crete Carrier Corporation (Company) for the benefit of its employees. Employees are eligible for participation in the 401(k) portion of the Plan, including the Company matching contributions, on the first entry date that is at least 30 days after their hire date and after obtaining 21 years of age. Additionally, employees are eligible for participation in the Company's discretionary profit sharing contribution after one year of eligible service (as defined) and obtaining 21 years of age. The Plan is subject to the provisions of the *Employee Retirement Income Security Act of 1974* (ERISA). Union Bank & Trust Company (Trustee) is the trustee and custodian of the Plan.

Contributions

The Plan permits eligible employees through a salary deferral election to have the Company make annual contributions of up to 80% of eligible compensation. Employee rollover contributions are also permitted. Participants who have attained the age of 50 before the end of the Plan year are eligible to make catch-up contributions. The Company makes matching contributions of 10% of the first 5% of compensation that a participant contributes to the Plan. Company profit-sharing contributions are discretionary as determined by the Company's Board of Directors. Contributions are subject to certain limitations.

Participant Investment Account Options

Each participant has the option of directing their contributions into any of the various investment options offered by the Plan and may change the allocation daily.

Employer profit-sharing and employer matching contributions of the Plan are invested in various investment options at the discretion of the Company.

The Plan Document also includes an automatic deferral feature whereby a participant is treated as electing to defer 3% of eligible compensation unless the participant made an affirmative election otherwise. In addition, the employer allowed EACA permissible withdrawals if the participant applied within 90 days of the first automatic deferral. In 2023 and 2022, some participants elected this withdrawal and therefore the amount is included in both contributions and distributions on the financial statements.

Participant Accounts

Each participant's account is credited with the participant's contribution, the Company's contribution and plan earnings and is charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefits to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their voluntary contributions plus earnings thereon. Vesting in the Company's contribution portion of their accounts plus earnings thereon is based on years of continuous service. A participant is fully vested in the Company's 401(k) matching contributions plus earnings thereon after three years of credited service. Vesting in the Company's discretionary profit sharing contributions begins at 20% upon completion of two years of credited service, increasing 20% per year until fully vested after six years of credited service.

Crete Carrier Corporation 401(k) Profit Sharing Plan
Notes to Financial Statements
December 31, 2023 and 2022

Payment of Benefits

On termination of service for any reason, a participant may elect to receive a lump-sum amount equal to the value of the participant's 401(k) deferral and rollover contributions. In addition, a participant may elect to receive a lump-sum amount equal to the value of vested employer 401(k) matching and profit sharing contributions less than or equal to \$5,000. The participant may elect to commence distributions from vested employer 401(k) matching and profit sharing account that exceed \$5,000 upon the earlier of the six-month period beginning on the date of the participant's separation, death or disability, or attainment of age 59½ via a lump sum amount or installments over a period of not more than the participant's life expectancy. The plan committee will direct the Trustee to distribute a participant's vested interest in the employer 401(k) matching and profit sharing account in a lump sum at the time of termination if the vested interest in the Plan is not greater than \$1,000. There were no participants who had elected to withdraw from the plan but had not been paid as of December 31, 2023 and 2022.

Forfeited Accounts

At December 31, 2023 and 2022, forfeited nonvested accounts totaled \$271,481 and \$230,795, respectively. Forfeitures may be used to pay Plan expenses, allocated as an additional discretionary nonelective contribution or used to reduce any matching contribution. Forfeitures used to pay Plan expenses were \$850,318 and \$681,748 for the years ended December 31, 2023 and 2022, respectively.

Note 2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements are 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 net assets and changes in net assets and disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Quoted market prices, if available, are used to value investments. Common stocks and U.S. government securities are valued at the closing price reported on the active market on which the individual securities are traded. Corporate bonds are valued on the basis of yields currently available on comparable securities of issuers with similar credit ratings. Mutual funds are valued at the net asset value (NAV) of shares held by the plan at year end.

The Plan's interest in the collective trust is valued based on information reported by the investment advisor using the audited financial statements of the collective trust at year-end.

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

Crete Carrier Corporation 401(k) Profit Sharing Plan
Notes to Financial Statements
December 31, 2023 and 2022

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Administrative Expenses

Administrative expenses may be paid by the Company or the Plan, at the Company's discretion.

Reclassifications

Certain reclassifications have been made to the 2022 Plan financial statements to conform to the 2023 Plan financial statement presentation. These reclassifications had no effect on net earnings.

Note 3. Certification of Plan Trustee

The Plan Administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Union Bank & Trust Company, the trustee of the Plan and a qualified institution, has certified the following information included in the accompanying financial statements and supplemental schedules is complete and accurate:

- Investments as shown in the statements of net assets available for benefits and related disclosures as of December 31, 2023 and 2022.
- Investment income as shown in the statements of changes in net assets available for benefits for the years ended December 31, 2023 and 2022.
- Investment information included in the accompanying schedule of assets (held at year-end) as of December 31, 2023 and schedule of reportable transactions for the year ended December 31, 2023.

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

Crete Carrier Corporation 401(k) Profit Sharing Plan
Notes to Financial Statements
December 31, 2023 and 2022

Note 4. Net Assets by Participant and Nonparticipant-Directed Investments

Information about the net assets and the significant components of the changes in net assets relating to the participant and nonparticipant-directed investments is as follows:

	Year Ended December 31, 2023		
	Nonparticipant-Directed Funds	Participant-Directed Funds	Total
Additions			
Investment income			
Net appreciation in fair value of investments	\$ 15,509,998	\$ 19,595,204	\$ 35,105,202
Interest	367,633	4,308	371,941
Dividends	2,666,627	6,350,577	9,017,204
	<u>18,544,258</u>	<u>25,950,089</u>	<u>44,494,347</u>
Contributions			
Employer	13,983,590	-	13,983,590
Participants	-	20,457,592	20,457,592
Rollovers	-	1,040,676	1,040,676
	<u>13,983,590</u>	<u>21,498,268</u>	<u>35,481,858</u>
Total additions	<u>32,527,848</u>	<u>47,448,357</u>	<u>79,976,205</u>
Deductions			
Benefits paid directly to participants	16,473,851	24,397,223	40,871,074
Administrative expenses	915,471	161,715	1,077,186
Total deductions	<u>17,389,322</u>	<u>24,558,938</u>	<u>41,948,260</u>
Trustee to trustee transfer	<u>(1,392,931)</u>	<u>1,392,931</u>	<u>-</u>
Net increase	13,745,595	24,282,350	38,027,945
Net assets available for benefits, beginning of year	<u>130,532,719</u>	<u>153,562,994</u>	<u>284,095,713</u>
Net assets available for benefits, end of year	<u>\$ 144,278,314</u>	<u>\$ 177,845,344</u>	<u>\$ 322,123,658</u>

Crete Carrier Corporation 401(k) Profit Sharing Plan
Notes to Financial Statements
December 31, 2023 and 2022

	Year Ended December 31, 2022		
	Nonparticipant-Directed Funds	Participant-Directed Funds	Total
Additions			
Investment income			
Net depreciation in fair value of investments	\$ (15,835,428)	\$ (30,127,698)	\$ (45,963,126)
Interest	477,974	17,627	495,601
Dividends	2,094,690	5,605,227	7,699,917
	<u>(13,262,764)</u>	<u>(24,504,844)</u>	<u>(37,767,608)</u>
Contributions			
Employer	19,032,289	-	19,032,289
Participants	-	21,658,430	21,658,430
Rollovers	-	924,660	924,660
	<u>19,032,289</u>	<u>22,583,090</u>	<u>41,615,379</u>
Total additions	<u>5,769,525</u>	<u>(1,921,754)</u>	<u>3,847,771</u>
Deductions			
Benefits paid directly to participants	13,009,734	18,060,216	31,069,950
Administrative expenses	702,780	76,209	778,989
Total deductions	<u>13,712,514</u>	<u>18,136,425</u>	<u>31,848,939</u>
Trustee to trustee transfer	<u>(1,696,391)</u>	<u>1,696,391</u>	<u>-</u>
Net decrease	<u>(9,639,380)</u>	<u>(18,361,788)</u>	<u>(28,001,168)</u>
Net assets available for benefits, beginning of year	<u>140,172,099</u>	<u>171,924,782</u>	<u>312,096,881</u>
Net assets available for benefits, end of year	<u>\$ 130,532,719</u>	<u>\$ 153,562,994</u>	<u>\$ 284,095,713</u>

Crete Carrier Corporation 401(k) Profit Sharing Plan
Notes to Financial Statements
December 31, 2023 and 2022

Note 5. Related-Party and Party-in-Interest Transactions

Party-in-interest transactions include those with fiduciaries or employees of the Plan, any person who provides services to the Plan, an employer whose employees are covered by the Plan, an employee organization whose members are covered by the Plan, a person who owns 50% or more of such an employer or employee association, or relatives of such persons.

The Plan paid \$1,077,186 and \$778,989 of recordkeeping fees to the Trustee during the years ended December 31, 2023 and 2022, respectively. The Company provides certain administrative services at no cost to the Plan.

Note 6. Disclosures About Fair Value of Plan Assets and Liabilities

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. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. The hierarchy comprises three levels of inputs that may be used to measure fair value:

- Level 1** Quoted prices in active markets for identical assets or liabilities
- Level 2** Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities
- Level 3** Unobservable inputs supported by little or no market activity and that are significant to the fair value of the assets or liabilities

Crete Carrier Corporation 401(k) Profit Sharing Plan
Notes to Financial Statements
December 31, 2023 and 2022

Recurring Measurements

The following table presents the fair value measurements of assets recognized in the accompanying statements of net assets available for benefits measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31, 2023 and 2022:

		Fair Value Measurements Using		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
December 31, 2023	Fair Value			
Common stocks	\$ 91,086,846	\$ 91,086,846	\$ -	\$ -
Corporate bonds	7,888,354	-	7,888,354	-
Municipal bonds	941,532	-	941,532	-
Mutual funds	203,909,255	203,909,255	-	-
U.S. Treasuries	4,036,579	4,036,579	-	-
U.S. government securities	3,525,492	-	3,525,492	-
Common collective trust	10,435,905	-	10,435,905	-
Investments at fair value	\$ 321,823,963	\$ 299,032,680	\$ 22,791,283	\$ -

		Fair Value Measurements Using		
		Quoted Prices in	Significant	
		Active Markets	Other	Significant
		for Identical	Observable	Unobservable
		Assets (Level 1)	Inputs (Level 2)	Inputs (Level 3)
Fair Value				
December 31, 2022				
Common stocks	\$ 81,191,288	\$ 81,191,288	\$ -	\$ -
Corporate bonds	11,386,406	-	11,386,406	-
Municipal bonds	518,285	-	518,285	-
Mutual funds	174,418,161	174,418,161	-	-
U.S. Treasuries	2,482,936	2,482,936	-	-
U.S. government securities	2,167,829	-	2,167,829	-
Common collective trust	11,466,558	-	11,466,558	-
Investments at fair value	\$ 283,631,463	\$ 258,092,385	\$ 25,539,078	\$ -

Following is a description of the valuation methodologies and inputs used for assets measured at fair value on a recurring basis and recognized in the accompanying statements of net assets available for benefits, as well as the general classification of such assets pursuant to the valuation hierarchy. There have been no significant changes in the valuation techniques during the years ended December 31, 2023 and 2022.

The Plan had no liabilities measured at fair value on a recurring basis. In addition, the Plan had no assets or liabilities measured at fair value on a nonrecurring basis.

Crete Carrier Corporation 401(k) Profit Sharing Plan
Notes to Financial Statements
December 31, 2023 and 2022

Investments

Where quoted market prices are available in an active market, securities are classified within Level 1 of the valuation hierarchy. If quoted market prices are not available, then fair values are estimated by using quoted prices of securities with similar characteristics or independent asset pricing services and pricing models, the inputs of which are market-based or independently sourced market parameters, including, but not limited to, yield curves, interest rates, volatilities, prepayments, defaults, cumulative loss projections and cash flows. Such securities are classified in Level 2 of the valuation hierarchy.

The Company had no securities measured at fair value utilizing significant unobservable inputs (Level 3) and there were no transfers into or out of the Level 3 classification.

Note 7. Plan Termination

Although it has not expressed an intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan, subject to the provisions of ERISA. In the event of plan termination, participants will become 100 percent vested in their employer contributions.

Note 8. Tax Status

The Plan operates under a nonstandardized adoption agreement in connection with a prototype 401(k) retirement plan and trust/custodian document sponsored by Union Bank & Trust Company. This prototype plan document has been filed with the appropriate agency. The Plan has not obtained or requested a 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 and that the Plan was qualified and the related trust was tax exempt as of the financial statement date.

Note 9. Risks and Uncertainties

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

Note 10. Subsequent Events

Subsequent events have been evaluated through July 1, 2024, which is the date the financial statements were available to be issued.

Supplemental Schedules

Crete Carrier Corporation 401(k) Profit Sharing Plan
EIN 47-0496288 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

Identity of Issuer	Description of Investment	Cost	Current Value
Participant-Directed Investments			
DFA International Value Portfolio I	Mutual fund - 516,154 shares	**	\$ 10,328,251
American Funds The Growth Fund of America R6 #2605	Mutual fund - 226,789 shares	**	14,335,316
MFS Value Fund CI R6 #4810	Mutual fund - 367,159 shares	**	17,340,928
T. Rowe Price Dividend Growth Fund-I	Mutual fund - 6,684 shares	**	473,037
Vanguard Growth Index Admiral #509	Mutual fund - 8,687 shares	**	1,389,958
Vanguard Instl Index Fund #94	Mutual fund - 70,862 shares	**	27,882,600
Vanguard Value Index Admiral #506	Mutual fund - 10,902 shares	**	635,498
Vanguard Target 2020 #682	Mutual fund - 230,899 shares	**	6,204,259
Vanguard Target 2025 #304	Mutual fund - 499,953 shares	**	9,189,132
Vanguard Target 2030 #695	Mutual fund - 367,220 shares	**	13,025,304
Vanguard Target 2035 #305	Mutual fund - 423,541 shares	**	9,368,728
Vanguard Target 2040 #696	Mutual fund - 195,540 shares	**	7,684,728
Vanguard Target 2045 #306	Mutual fund - 209,448 shares	**	5,583,895
Vanguard Target 2050 #699	Mutual fund - 111,060 shares	**	4,935,526
Vanguard Target 2055 #1487	Mutual fund - 83,540 shares	**	4,142,736
Vanguard Target 2060 Fund #1691	Mutual fund - 42,446 shares	**	1,939,373
Vanguard Target 2065 #1791	Mutual fund - 20,798 shares	**	622,905
Vanguard Target Retirement 2070 Fund	Mutual fund - 1,369 shares	**	32,437
Vanguard Target Retirement Income #308	Mutual fund - 258,737 shares	**	3,366,162
Vanguard Mid Cap Index Admiral Shs #5859	Mutual fund - 8,545 shares	**	2,461,690
Vanguard Small Cap Index Fund Instl #857	Mutual fund - 135,104 shares	**	13,806,298
Vanguard Short-Term Federal Fund Admiral #549	Mutual fund - 946,516 shares	**	9,550,348
Vanguard Short-Term Inflation-Protected Securities Index Admiral Shares #567	Mutual fund - 131,791 shares	**	3,137,947
			<u>167,437,056</u>
Common Collective Trust			
Reliance MetLife Stable Value	Stable value fund - 53,269 shares	**	10,435,905
Series 25157 Class O			
Total participant-directed investments			<u>177,872,961</u>
Nonparticipant-Directed Investments			
AT&T Inc	Common Stock - 12,500 shares	\$ 302,045	209,750
Abbott Laboratories	Common Stock - 9,000 shares	726,608	990,630
Advanced Micro Devices Inc	Common Stock - 17,000 shares	338,832	2,505,970
Air Products & Chemicals Inc	Common Stock - 2,000 shares	465,992	547,600
Albemarle Corp	Common Stock - 2,500 shares	511,379	361,200
Alphabet Inc Class A	Common Stock - 16,500 shares	1,029,123	2,304,885
Amazon.com, Inc.	Common Stock - 12,000 shares	1,548,574	1,823,280
American Elec Pwr Inc	Common Stock - 6,000 shares	383,747	487,320
Ameriprise Financial Inc	Common Stock - 2,250 shares	356,641	854,618
Amgen Inc	Common Stock - 2,000 shares	473,875	576,040
Amphenol Corp CI A	Common Stock - 19,000 shares	159,571	1,883,470
Apple Inc	Common Stock - 21,000 shares	285,069	4,043,130
AptarGroup Inc	Common Stock - 4,000 shares	506,240	494,480
Autozone Inc	Common Stock - 500 shares	35,828	1,292,805

Crete Carrier Corporation 401(k) Profit Sharing Plan**EIN 47-0496288 PN 001****Schedule H, Line 4i – Schedule of Assets (Held at End of Year) - Continued****December 31, 2023**

Identity of Issuer	Description of Investment	Cost	Current Value
Bank of America Corp	Common Stock - 30,000 shares	\$ 653,455	\$ 1,010,100
Becton Dickinson and Co	Common Stock - 3,000 shares	715,043	731,490
Berkshire Hathaway Inc Del Cl A	Common Stock - 5 shares	319,743	2,713,125
Black Hills Corp	Common Stock - 5,000 shares	234,934	269,750
Blackrock Inc	Common Stock - 600 shares	116,688	487,080
Booz Allen Hamilton Holding Corp	Common Stock - 8,000 shares	741,337	1,023,280
Bristol Myers Squibb Co	Common Stock - 5,000 shares	310,332	256,550
Broadcom Inc	Common Stock - 3,551 shares	986,991	3,963,804
CVS Health Corporation	Common Stock - 18,000 shares	790,067	1,421,280
Capital One Financial Common	Common Stock - 7,000 shares	454,727	917,840
Chevron Corp	Common Stock - 8,500 shares	765,720	1,267,860
Cisco Systems Inc	Common Stock - 17,000 shares	362,833	858,840
Citigroup Inc	Common Stock - 5,000 shares	254,112	257,200
Comcast Corp Class A	Common Stock - 19,000 shares	517,662	833,150
Danaher Corp	Common Stock - 2,500 shares	41,029	578,350
Dell Technologies Inc Cl C	Common Stock - 13,000 shares	257,292	994,500
Delta Air Lines Inc	Common Stock - 26,000 shares	1,069,124	1,045,980
Digital Realty Trust Inc.	Common Stock - 7,000 shares	972,001	942,060
Dominion Energy Inc	Common Stock - 4,000 shares	250,363	188,000
Dover Corp	Common Stock - 5,750 shares	458,291	884,408
Eli Lilly & Co	Common Stock - 1,800 shares	155,572	1,049,256
Enbridge Inc	Common Stock - 21,000 shares	542,857	756,420
Exxon Mobil Corp	Common Stock - 15,000 shares	858,367	1,499,700
FedEx Corp	Common Stock - 2,000 shares	436,220	505,940
Fiserv Inc	Common Stock - 5,500 shares	255,640	730,620
Fortis Inc	Common Stock - 6,000 shares	232,542	246,780
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General Mills, Inc.	Common Stock - 8,500 shares	401,383	553,690
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Hanesbrands Inc	Common Stock - 24,000 shares	373,522	107,040
Home Depot Inc	Common Stock - 3,250 shares	456,603	1,126,288
Honeywell Intl Inc	Common Stock - 5,500 shares	178,855	1,153,405
ICON PLC	Common Stock - 5,750 shares	1,133,796	1,627,653
Illinois Tool Works Inc	Common Stock - 2,500 shares	362,973	654,850
Intel Corp	Common Stock - 4,000 shares	84,551	201,000
JPMorgan Chase & Co.	Common Stock - 11,000 shares	504,322	1,871,100
Johnson & Johnson	Common Stock - 8,000 shares	497,167	1,253,920
Kenvue Inc	Common Stock - 5,000 shares	104,179	107,650
Kimberly Clark Corp	Common Stock - 6,000 shares	516,655	729,060
McDonald's Corp	Common Stock - 3,750 shares	331,573	1,111,913
Medtronic PLC	Common Stock - 7,000 shares	525,805	576,660
Merck & Co., Inc	Common Stock - 5,500 shares	427,476	599,610
Metlife Inc	Common Stock - 16,500 shares	787,336	1,091,145
Microsoft Corp	Common Stock - 12,250 shares	576,999	4,606,490
Mondelez International Inc. - A	Common Stock - 13,500 shares	467,317	977,805
New Linde PLC	Common Stock - 2,500 shares	322,151	1,026,775
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Crete Carrier Corporation 401(k) Profit Sharing Plan
EIN 47-0496288 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year) - Continued
December 31, 2023

Identity of Issuer	Description of Investment	Cost	Current Value
Nucor Corp	Common Stock - 6,000 shares	\$ 331,642	\$ 1,044,240
Oracle Corp	Common Stock - 10,000 shares	702,993	1,054,300
Paypal Holdings Inc	Common Stock - 14,000 shares	995,698	859,740
PepsiCo Inc	Common Stock - 8,500 shares	467,195	1,443,640
Pfizer Inc	Common Stock - 10,000 shares	366,379	287,900
Procter & Gamble Co	Common Stock - 7,000 shares	459,371	1,025,780
Realty Income Corp	Common Stock - 10,000 shares	610,104	574,200
Roper Technologies Inc	Common Stock - 3,500 shares	503,125	1,908,095
Ross Stores Inc	Common Stock - 4,500 shares	252,659	622,755
Safehold Inc REIT	Common Stock - 15,000 shares	733,662	351,000
Schlumberger Ltd	Common Stock - 8,000 shares	556,849	416,320
Southern Co	Common Stock - 3,000 shares	172,405	210,360
Stanley Black & Decker Inc	Common Stock - 2,000 shares	317,241	196,200
Starbucks Corp	Common Stock - 5,750 shares	508,300	552,058
Stryker Corp	Common Stock - 2,750 shares	102,791	823,515
Sysco Corp	Common Stock - 8,500 shares	303,322	621,605
Texas Instruments Inc	Common Stock - 6,000 shares	740,254	1,022,760
Truist Financial Corp	Common Stock - 3,000 shares	154,180	110,760
US Bancorp	Common Stock - 8,000 shares	427,173	346,240
Union Pacific Corp	Common Stock - 5,500 shares	103,645	1,350,910
UnitedHealth Group Inc	Common Stock - 3,400 shares	930,861	1,789,998
Veralto Corp	Common Stock - 833 shares	5,414	68,523
Verizon Communications	Common Stock - 21,500 shares	805,345	810,550
Visa Inc.	Common Stock - 6,000 shares	310,842	1,562,100
Walmart, Inc	Common Stock - 8,000 shares	414,008	1,261,200
Walt Disney Company	Common Stock - 10,000 shares	769,146	902,900
Warner Bros Discovery Inc	Common Stock - 3,627 shares	110,913	41,275
Waste Management Inc	Common Stock - 5,000 shares	416,358	895,500
Wesco International Inc	Common Stock - 14,000 shares	1,292,856	2,434,320
Zoetis Inc	Common Stock - 4,000 shares	660,215	789,480
Amazon.com Inc.	Corporate Bonds 3.30% due 4/13/2027	400,576	388,663
Apple Inc.	Corporate Bonds 2.05% due 9/11/2026	366,352	329,951
Apple Inc.	Corporate Bonds 2.90% due 9/12/2027	420,908	359,229
Apple Inc.	Corporate Bonds 3.20% due 5/11/2027	325,840	338,622
Berkshire Hathaway Inc.	Corporate Bonds 3.125% due 3/15/2026	238,395	242,837
Bristol-Myers Squibb Co.	Corporate Bonds 3.90% due 2/20/2028	476,900	491,415
Caterpillar Finl Service	Corporate Bonds 2.85% due 5/17/2024	312,081	296,741
Deere & Company	Corporate Bonds 2.75% due 4/15/2025	322,371	292,510

Crete Carrier Corporation 401(k) Profit Sharing Plan
EIN 47-0496288 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year) - Continued
December 31, 2023

Identity of Issuer	Description of Investment	Cost	Current Value
Exxon Mobil	Corporate Bonds 2.44% due 8/16/2029	\$ 226,065	\$ 227,472
General Dynamics Corp.	Corporate Bonds 3.25% due 4/1/2025	323,691	293,775
General Mills Inc	Corporate Bonds 4.20% due 4/17/2028	287,775	295,925
Gulf Power Co.	Corporate Bonds 3.30% due 5/30/2027	275,028	239,663
JPMorgan Chase & Co.	Corporate Bonds 3.625% due 5/13/2024	400,744	396,640
JPMorgan Chase & Co.	Corporate Bonds Variable due 7/25/2028	298,590	300,011
Kimberly-Clark Corp.	Corporate Bonds 3.20% due 4/25/2029	499,028	474,684
Lowe's Cos Inc.	Corporate Bonds 3.125% due 9/15/2024	326,414	294,993
Microsoft Corp.	Corporate Bonds 2.40% due 8/8/2026	466,933	476,865
MidAmerican Energy Co	Corporate Bonds 3.65% due 4/15/2029	279,876	286,283
Morgan Stanley	Corporate Bonds 3.70% due 10/23/2024	391,524	395,075
Sierra Pacific Power Co.	Corporate Bonds 2.60% due 5/1/2026	531,805	475,601
UnitedHealth Group Inc	Corporate Bonds 4.25% due 1/15/2029	386,136	398,740
Walmart Inc.	Corporate Bonds 3.70% due 6/26/2028	668,262	592,661
iShares S&P Small Cap 600 Index ETF	Mutual Fund - 37,000 shares	3,938,884	4,005,247
iShares S&P Midcap 400	Mutual Fund - 11,500 shares	2,932,495	3,187,225
Vanguard FTSE Developed Markets ETF	Mutual Fund - 75,000 shares	3,759,743	3,592,500
Vanguard FTSE Emerging Markets ETF	Mutual Fund - 23,000 shares	1,217,838	945,300
Federal Farm Credit Bank	Government Agency Bonds - 2.43% due 09/13/27	315,096	284,048
Federal Farm Credit Bank	Government Agency Bonds - 3.625% due 5/10/29	483,635	490,784
Federal Home Loan Bank	Government Agency Bonds - 2.625% due 09/10/27	336,127	300,373
Federal Home Loan Bank	Government Agency Bonds - 2.75% due 12/13/24	484,400	490,367
Federal Home Loan Bank	Government Agency Bonds - 3.25% due 11/16/28	453,136	388,204
Federal Home Loan Bank	Government Agency Bonds - 3.30% due 12/01/26	331,935	293,462
Federal Home Loan Bank	Government Agency Bonds - 4.625% due 11/17/26	501,425	507,025
Government National Mortgage Association	Government Agency Bonds - 6.00% due 9/20/53	487,055	504,919

Crete Carrier Corporation 401(k) Profit Sharing Plan
EIN 47-0496288 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year) - Continued
December 31, 2023

Identity of Issuer	Description of Investment	Cost	Current Value
Federal Natl Mtg Assn	Government Agency Bonds - 0.75% due 10/08/27	\$ 278,924	\$ 266,313
Palmer Square Income Plus Fund	Mutual fund - 189,678 shares	1,900,000	1,885,404
Vanguard GNMA Admiral Shares	Mutual fund - 140,433 shares	1,502,325	1,313,046
Vanguard Inflation- Protected Secs Fund Adm Taxable	Mutual fund - 250,000 shares	1,750,000	1,408,531
Vanguard Short-Term Federal Fund Admiral	Mutual fund - 90,794 shares	1,000,000	916,115
Vanguard Short-Term Invmt Grade Admiral	Mutual fund - 90,819 shares	1,000,000	929,077
Vanguard Total Bond Market Index Admiral Shares	Mutual fund - 386,754 shares	4,300,000	3,755,385
US Treasury Bill	Due 1/25/24 - principal	486,679	498,307
US Treasury Bill	Due 4/18/24 - principal	486,910	492,250
US Treasury Inflation Index Nt.	US Treasury Inflation Index Nt 0.125% due 10/15/25	1,153,712	1,026,015
US Treasury Note	US Treasury Note 2.125% due 3/31/2024	499,316	496,094
US Treasury Note	US Treasury Note 2.50% due 2/28/2026	251,943	241,289
US Treasury Note	US Treasury Note 3.00% due 10/31/2025	304,008	293,016
US Treasury Note	US Treasury Note 3.25% due 8/31/2024	491,387	493,984
US Treasury Note	US Treasury Note 3.25% due 8/31/2024	488,574	495,624
Lincoln NE Elec Sys Revenue	Municipal Bonds - 1.002% due 9/1/2026	240,240	226,673
Omaha, NE	Municipal Bonds - 1.173% due 4/15/2027	359,611	316,631
Nebraska St Investment Fin Auth SF Hsg Revenue	Municipal Bonds - 5.001% due 9/1/2030	400,000	398,228
Federated Hermes U.S. Treasury Cash Cash Reserves Inst - Principal Equity Domestic Common Stock	Money Market Fund - 14,534,363 shares	14,534,363	14,534,363
Total nonparticipant-directed investments		<u>\$ 98,705,461</u>	<u>143,951,002</u>
Total investments			<u>\$ 321,823,963</u>

** Historical cost information is omitted for participant-directed accounts.

Crete Carrier Corporation 401(k) Profit Sharing Plan
EIN 47-0496288 PN 001
Schedule H, Line 4j – Schedule of Reportable Transactions
Year Ended December 31, 2023

Description	Selling/ (Purchase) Price	Expenses Incurred with Transaction	Cost of Asset	Current Value of Assets on Transaction Date	Net Gain/ (Loss)
Federated Hermes U.S. Cash Reserves	\$ (27,121,048)	\$ -	\$ 27,121,048	\$ 27,121,048	\$ -
Federated Hermes U.S. Cash Reserves	25,747,629	-	(25,747,629)	(25,747,629)	-

Crete Carrier Corporation 401(k) Profit Sharing Plan
EIN 47-0496288 PN 001
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Crete Carrier Corporation 401(k) Profit Sharing Plan**EIN 47-0496288 PN 001****Schedule H, Line 4i – Schedule of Assets (Held at End of Year) - Continued****December 31, 2023**

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Crete Carrier Corporation 401(k) Profit Sharing Plan
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December 31, 2023

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Pfizer Inc	Common Stock - 10,000 shares	366,379	287,900
Procter & Gamble Co	Common Stock - 7,000 shares	459,371	1,025,780
Realty Income Corp	Common Stock - 10,000 shares	610,104	574,200
Roper Technologies Inc	Common Stock - 3,500 shares	503,125	1,908,095
Ross Stores Inc	Common Stock - 4,500 shares	252,659	622,755
Safehold Inc REIT	Common Stock - 15,000 shares	733,662	351,000
Schlumberger Ltd	Common Stock - 8,000 shares	556,849	416,320
Southern Co	Common Stock - 3,000 shares	172,405	210,360
Stanley Black & Decker Inc	Common Stock - 2,000 shares	317,241	196,200
Starbucks Corp	Common Stock - 5,750 shares	508,300	552,058
Stryker Corp	Common Stock - 2,750 shares	102,791	823,515
Sysco Corp	Common Stock - 8,500 shares	303,322	621,605
Texas Instruments Inc	Common Stock - 6,000 shares	740,254	1,022,760
Truist Financial Corp	Common Stock - 3,000 shares	154,180	110,760
US Bancorp	Common Stock - 8,000 shares	427,173	346,240
Union Pacific Corp	Common Stock - 5,500 shares	103,645	1,350,910
UnitedHealth Group Inc	Common Stock - 3,400 shares	930,861	1,789,998
Veralto Corp	Common Stock - 833 shares	5,414	68,523
Verizon Communications	Common Stock - 21,500 shares	805,345	810,550
Visa Inc.	Common Stock - 6,000 shares	310,842	1,562,100
Walmart, Inc	Common Stock - 8,000 shares	414,008	1,261,200
Walt Disney Company	Common Stock - 10,000 shares	769,146	902,900
Warner Bros Discovery Inc	Common Stock - 3,627 shares	110,913	41,275
Waste Management Inc	Common Stock - 5,000 shares	416,358	895,500
Wesco International Inc	Common Stock - 14,000 shares	1,292,856	2,434,320
Zoetis Inc	Common Stock - 4,000 shares	660,215	789,480
Amazon.com Inc.	Corporate Bonds 3.30% due 4/13/2027	400,576	388,663
Apple Inc.	Corporate Bonds 2.05% due 9/11/2026	366,352	329,951
Apple Inc.	Corporate Bonds 2.90% due 9/12/2027	420,908	359,229
Apple Inc.	Corporate Bonds 3.20% due 5/11/2027	325,840	338,622
Berkshire Hathaway Inc.	Corporate Bonds 3.125% due 3/15/2026	238,395	242,837
Bristol-Myers Squibb Co.	Corporate Bonds 3.90% due 2/20/2028	476,900	491,415
Caterpillar Finl Service	Corporate Bonds 2.85% due 5/17/2024	312,081	296,741
Deere & Company	Corporate Bonds 2.75% due 4/15/2025	322,371	292,510

Crete Carrier Corporation 401(k) Profit Sharing Plan
EIN 47-0496288 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year) - Continued
December 31, 2023

Identity of Issuer	Description of Investment	Cost	Current Value
Exxon Mobil	Corporate Bonds 2.44% due 8/16/2029	\$ 226,065	\$ 227,472
General Dynamics Corp.	Corporate Bonds 3.25% due 4/1/2025	323,691	293,775
General Mills Inc	Corporate Bonds 4.20% due 4/17/2028	287,775	295,925
Gulf Power Co.	Corporate Bonds 3.30% due 5/30/2027	275,028	239,663
JPMorgan Chase & Co.	Corporate Bonds 3.625% due 5/13/2024	400,744	396,640
JPMorgan Chase & Co.	Corporate Bonds Variable due 7/25/2028	298,590	300,011
Kimberly-Clark Corp.	Corporate Bonds 3.20% due 4/25/2029	499,028	474,684
Lowe's Cos Inc.	Corporate Bonds 3.125% due 9/15/2024	326,414	294,993
Microsoft Corp.	Corporate Bonds 2.40% due 8/8/2026	466,933	476,865
MidAmerican Energy Co	Corporate Bonds 3.65% due 4/15/2029	279,876	286,283
Morgan Stanley	Corporate Bonds 3.70% due 10/23/2024	391,524	395,075
Sierra Pacific Power Co.	Corporate Bonds 2.60% due 5/1/2026	531,805	475,601
UnitedHealth Group Inc	Corporate Bonds 4.25% due 1/15/2029	386,136	398,740
Walmart Inc.	Corporate Bonds 3.70% due 6/26/2028	668,262	592,661
iShares S&P Small Cap 600 Index ETF	Mutual Fund - 37,000 shares	3,938,884	4,005,247
iShares S&P Midcap 400	Mutual Fund - 11,500 shares	2,932,495	3,187,225
Vanguard FTSE Developed Markets ETF	Mutual Fund - 75,000 shares	3,759,743	3,592,500
Vanguard FTSE Emerging Markets ETF	Mutual Fund - 23,000 shares	1,217,838	945,300
Federal Farm Credit Bank	Government Agency Bonds - 2.43% due 09/13/27	315,096	284,048
Federal Farm Credit Bank	Government Agency Bonds - 3.625% due 5/10/29	483,635	490,784
Federal Home Loan Bank	Government Agency Bonds - 2.625% due 09/10/27	336,127	300,373
Federal Home Loan Bank	Government Agency Bonds - 2.75% due 12/13/24	484,400	490,367
Federal Home Loan Bank	Government Agency Bonds - 3.25% due 11/16/28	453,136	388,204
Federal Home Loan Bank	Government Agency Bonds - 3.30% due 12/01/26	331,935	293,462
Federal Home Loan Bank	Government Agency Bonds - 4.625% due 11/17/26	501,425	507,025
Government National Mortgage Association	Government Agency Bonds - 6.00% due 9/20/53	487,055	504,919

Crete Carrier Corporation 401(k) Profit Sharing Plan
EIN 47-0496288 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year) - Continued
December 31, 2023

Identity of Issuer	Description of Investment	Cost	Current Value
Federal Natl Mtg Assn	Government Agency Bonds - 0.75% due 10/08/27	\$ 278,924	\$ 266,313
Palmer Square Income Plus Fund	Mutual fund - 189,678 shares	1,900,000	1,885,404
Vanguard GNMA Admiral Shares	Mutual fund - 140,433 shares	1,502,325	1,313,046
Vanguard Inflation- Protected Secs Fund Adm Taxable	Mutual fund - 250,000 shares	1,750,000	1,408,531
Vanguard Short-Term Federal Fund Admiral	Mutual fund - 90,794 shares	1,000,000	916,115
Vanguard Short-Term Invmt Grade Admiral	Mutual fund - 90,819 shares	1,000,000	929,077
Vanguard Total Bond Market Index Admiral Shares	Mutual fund - 386,754 shares	4,300,000	3,755,385
US Treasury Bill	Due 1/25/24 - principal	486,679	498,307
US Treasury Bill	Due 4/18/24 - principal	486,910	492,250
US Treasury Inflation Index Nt.	US Treasury Inflation Index Nt 0.125% due 10/15/25	1,153,712	1,026,015
US Treasury Note	US Treasury Note 2.125% due 3/31/2024	499,316	496,094
US Treasury Note	US Treasury Note 2.50% due 2/28/2026	251,943	241,289
US Treasury Note	US Treasury Note 3.00% due 10/31/2025	304,008	293,016
US Treasury Note	US Treasury Note 3.25% due 8/31/2024	491,387	493,984
US Treasury Note	US Treasury Note 3.25% due 8/31/2024	488,574	495,624
Lincoln NE Elec Sys Revenue	Municipal Bonds - 1.002% due 9/1/2026	240,240	226,673
Omaha, NE	Municipal Bonds - 1.173% due 4/15/2027	359,611	316,631
Nebraska St Investment Fin Auth SF Hsg Revenue	Municipal Bonds - 5.001% due 9/1/2030	400,000	398,228
Federated Hermes U.S. Treasury Cash Cash Reserves Inst - Principal Equity Domestic Common Stock	Money Market Fund - 14,534,363 shares	14,534,363	14,534,363
Total nonparticipant-directed investments		<u>\$ 98,705,461</u>	<u>143,951,002</u>
Total investments			<u>\$ 321,823,963</u>

** Historical cost information is omitted for participant-directed accounts.

Crete Carrier Corporation 401(k) Profit Sharing Plan
EIN 47-0496288 PN 001
Schedule H, Line 4j – Schedule of Reportable Transactions
Year Ended December 31, 2023

Description	Selling/ (Purchase) Price	Expenses Incurred with Transaction	Cost of Asset	Current Value of Assets on Transaction Date	Net Gain/ (Loss)
Federated Hermes U.S. Cash Reserves	\$ (27,121,048)	\$ -	\$ 27,121,048	\$ 27,121,048	\$ -
Federated Hermes U.S. Cash Reserves	25,747,629	-	(25,747,629)	(25,747,629)	-