

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2022 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2022 or fiscal plan year beginning 12/01/2022 and ending 11/30/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information		
1a	Name of plan ROSS EMPLOYEES' 401(K) SAVINGS PLAN & TRUST	1b	Three-digit plan number (PN) ▶ 005
		1c	Effective date of plan 12/01/1994
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) ROSS ENVIRONMENTAL SERVICES, INC. 150 INNOVATION DRIVE ELYRIA, OH 44035	2b	Employer Identification Number (EIN) 34-1349256
		2c	Plan Sponsor's telephone number 440-366-2086
		2d	Business code (see instructions) 562000

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	09/16/2024	ROBERT WARD
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ 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		5 341
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year		6a(1) 285
a(2) Total number of active participants at the end of the plan year		6a(2) 284
b Retired or separated participants receiving benefits		6b 3
c Other retired or separated participants entitled to future benefits.....		6c 73
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 360
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 0
f Total. Add lines 6d and 6e		6f 360
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....		6g 343
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h 27
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 3D 3H		
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply)		9b Plan benefit arrangement (check all that apply)
(1) ☒ Insurance	(1) ☒ Insurance	
(2) ☐ Code section 412(e)(3) insurance contracts	(2) ☐ Code section 412(e)(3) insurance contracts	
(3) ☒ Trust	(3) ☒ Trust	
(4) ☐ General assets of the sponsor	(4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)		
a Pension Schedules		b General Schedules
(1) ☒ R (Retirement Plan Information)	(1) ☒ H (Financial Information)	
(2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) ☐ I (Financial Information – Small Plan)	
(3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) ☒ 1 A (Insurance Information)	
	(4) ☒ C (Service Provider Information)	
	(5) ☐ D (DFE/Participating Plan Information)	
	(6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 12/01/2022 and ending 11/30/2023		
A Name of plan	B Three-digit plan number (PN)	005
ROSS EMPLOYEES' 401(K) SAVINGS PLAN & TRUST		
C Plan sponsor's name as shown on line 2a of Form 5500	D Employer Identification Number (EIN)	
ROSS ENVIRONMENTAL SERVICES, INC.		
34-1349256		

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

(a) Name of insurance carrier
STANDARD INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
93-0242990	69019	808657			

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

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

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

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

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

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

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

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

For calendar plan year 2022 or fiscal plan year beginning 12/01/2022 and ending 11/30/2023	
A Name of plan ROSS EMPLOYEES' 401(K) SAVINGS PLAN & TRUST	B Three-digit plan number (PN) ▶ 005
C Plan sponsor's name as shown on line 2a of Form 5500 ROSS ENVIRONMENTAL SERVICES, INC.	D Employer Identification Number (EIN) 34-1349256

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)

RAYMOND JAMES FINANCIAL SERV ADV

10883 PEARL ROAD, SUITE 302
STRONGSVILLE, OH 44136

59-2937883

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26 27 51 52	INVESTMENT ADVISOR		Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

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

NOBLE-DAVIS CONSULTING, INC.

6190 COCHRAN ROAD, SUITE D
SOLON, OH 44139

34-1723189

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

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

CHARLES SCHWAB BANK

42-1558009

(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?
19	PLATFORM PROVIDER		Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

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

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

BOBER MARKEY FEDOROVICH & COMPANY

3421 RIDGEWOOD ROAD, SUITE 300
AKRON, OH 44333

34-1523030

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

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

DEFINITI, LLC

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
For calendar plan year 2022 or fiscal plan year beginning <u>12/01/2022</u> and ending <u>11/30/2023</u>		
A Name of plan <u>ROSS EMPLOYEES' 401(K) SAVINGS PLAN & TRUST</u>		B Three-digit plan number (PN) <u>005</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ROSS ENVIRONMENTAL SERVICES, INC.</u>		D Employer Identification Number (EIN) <u>34-1349256</u>

Part I Asset and Liability Statement			
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	76416	48685
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	809	2189
(2) Participant contributions.....	1b(2)	9777	3914
(3) Other.....	1b(3)	64	200000
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	12594	187390
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common.....	1c(4)(B)		
(5) Partnership/joint venture interests.....	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants).....	1c(7)		
(8) Participant loans.....	1c(8)	176528	193414
(9) Value of interest in common/collective trusts.....	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts.....	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	27243583	29874308
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	1682792	1778732
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	29202563	32288632

Liabilities

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

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	29202563	32288632
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	1266324	
(B) Participants	2a(1)(B)	2251332	
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		3517656
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	585	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	12703	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		13288
(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)	915159	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		915159
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(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)		
(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)		1358525
c Other income	2c		93305
d Total income. Add all income amounts in column (b) and enter total	2d		5897933
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2714931	
(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)		2714931
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	96933	
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		96933
j Total expenses. Add all expense amounts in column (b) and enter total	2j		2811864
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		3086069
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: **BOBER MARKEY FEDOROVICH**

(2) EIN: **34-1523030**

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

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

Part IV Compliance Questions

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

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection.
For calendar plan year 2022 or fiscal plan year beginning 12/01/2022 and ending 11/30/2023		
A Name of plan ROSS EMPLOYEES' 401(K) SAVINGS PLAN & TRUST		B Three-digit plan number (PN) ► 005
C Plan sponsor's name as shown on line 2a of Form 5500 ROSS ENVIRONMENTAL SERVICES, INC.		D Employer Identification Number (EIN) 34-1349256
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): 42-1558009		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....		6a
b Enter the amount contributed by the employer to the plan for this plan year.....		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock?..... ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)..... ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2022 v. 220413		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:	14a	
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....	14b	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14c	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)		
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year.....	15a	
b The corresponding number for the second preceding plan year.....	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment		☐

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

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

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

a Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULE

November 30, 2023 and 2022

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
ANNUAL REPORT INDEX
November 30, 2023 and 2022

The following financial statements and other information of the Ross Employees' 401(k) Savings Plan and Trust are included herewith:

- Statements of Net Assets Available for Benefits as of November 30, 2023 and 2022;
- Statements of Changes in Net Assets Available for Benefits for the years ended November 30, 2023 and 2022;
- Notes to Financial Statements.

The following supplemental schedule of the Ross Employees' 401(k) Savings Plan and Trust in the Annual Report of the Plan on Form 5500 filed with the Department of Labor as of November 30, 2023 is included herewith:

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

All other supplemental schedules and notes for which provision is made in the applicable rules and regulations of the Department of Labor are not required under the related instructions or are inapplicable and, therefore, have been omitted.

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST

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INDEPENDENT AUDITORS' REPORT

To the Trustees and Plan Administrator of
Ross Employees' 401(k) Savings Plan and Trust
Elyria, Ohio

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

We have performed audits of the accompanying financial statements of Ross Employees' 401(k) Savings Plan and Trust ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statements of net assets available for benefits as of November 30, 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 audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from Charles Schwab Bank, a qualified institution, as of November 30, 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 Auditors' Responsibilities for the Audits of the Financial Statements section—

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audits of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audits 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 generally accepted auditing standards 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 generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- 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 audits in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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) audits 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 audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

Supplemental Schedules Required by ERISA

The supplemental schedule of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of November 30, 2023 is presented for purposes of additional analysis and is not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. 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 schedule, we evaluated whether the supplemental schedule, 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



BOBER, MARKEY, FEDOROVICH & COMPANY
Akron, Ohio

September 16, 2024

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
November 30, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
INVESTMENTS, AT FAIR VALUE		
Money market funds	\$ 236,075	\$ 89,010
Mutual funds	29,874,308	27,243,583
TOTAL INVESTMENTS, AT FAIR VALUE	<u>30,110,383</u>	<u>27,332,593</u>
INVESTMENTS, AT CONTRACT VALUE		
Group annuity contract	1,778,732	1,682,792
RECEIVABLES		
Contributions - employer	2,189	809
Contributions - employee	3,914	9,841
Contributions - profit sharing	200,000	-
Notes receivable from participants	193,414	176,528
TOTAL RECEIVABLES	<u>399,517</u>	<u>187,178</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 32,288,632</u>	<u>\$ 29,202,563</u>

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

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
For the Years Ended November 30, 2023 and 2022

	2023	2022
ADDITIONS		
Investment income:		
Interest and dividend income	\$ 915,744	\$ 1,629,819
Interest on notes receivable from participants	12,703	7,094
Contributions:		
Employee	2,251,332	1,960,594
Employer	1,266,324	1,006,940
Rollover	-	211,985
Total contributions	<u>3,517,656</u>	<u>3,179,519</u>
Fee rebates	93,305	90,215
TOTAL ADDITIONS	4,539,408	4,906,647
DEDUCTIONS		
Distributions	2,714,931	1,215,464
Administrative expenses	<u>96,933</u>	<u>88,099</u>
TOTAL DEDUCTIONS	2,811,864	1,303,563
NET APPRECIATION (DEPRECIATION) IN FAIR VALUE OF INVESTMENTS	<u>1,358,525</u>	<u>(5,091,350)</u>
NET (DECREASE) INCREASE	3,086,069	(1,488,266)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	<u>29,202,563</u>	<u>30,690,829</u>
End of year	<u>\$ 32,288,632</u>	<u>\$ 29,202,563</u>

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

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
NOTES TO FINANCIAL STATEMENTS
November 30, 2023 and 2022

NOTE 1 – DESCRIPTION OF THE PLAN

The following description of the Ross Employees' 401(k) Savings Plan and Trust (the "Plan") provides general information only. Participants should refer to the Plan document for a more comprehensive description of the Plan's provisions.

Description

The Plan is a defined contribution plan adopted by Ross Environmental Services, Inc. ("RES"), Ross Incineration Services, Inc., Ross Transportation Services, Inc. and ManagTech, Inc., (collectively referred to as the "Sponsors"). The Plan is administered by RES (the "Plan Administrator"). The Plan is subject to the provisions of the Employee Retirement Income Securities Act of 1974, as amended ("ERISA").

Eligibility

All employees of the Sponsors are eligible to participate once they attain the age of 21 and complete six months of service. During 2021, the plan was amended effective November 1, 2021 that changed the eligibility requirement for service to 30 days. An individual may enter the Plan on the first day of the month following the date the requirements were met. Unless they elect to opt out, employees are auto enrolled into the Plan at a 6% contribution rate once they become eligible to participate.

Contributions

Participants can elect to contribute up to 100% of their pre-tax compensation as limited by the Internal Revenue Service ("IRS"). Contributions are made to the Plan and then allocated to the individual participants' accounts. The Plan allows participants to contribute, pre-tax, up to 100% of any bonus they may receive. The Plan provides for discretionary employer matching contributions, as authorized by the Sponsors. Effective December 1, 2016, the Plan was amended to become a safe harbor plan, implement auto enrollment at 6% once participants become eligible, and change the matching contributions calculation to 100% of the first 1% and 50% of the next 5% of employee deferrals. During 2021, the Plan was amended effective November 1, 2021 that changed the matching contributions calculation to 100% up to 4.5% of employee deferrals. The Sponsors authorized matching contributions were \$1,066,324 and \$1,006,940 for the years ended November 30, 2023 and 2022, respectively. Effective December 1, 2020, the plan allows for Roth deferral elections to be made by participants in addition to the pre-tax deferral. The Plan also provides for discretionary profit sharing contributions, as authorized by the Sponsors. The Plan recorded \$200,000 and \$0 in contributions for the years ended November 30, 2023 and 2022, respectively.

Notes Receivable from Participants

The Plan allows participants to apply for and obtain, from the balance of the participant's account, notes in an amount of no less than \$1,000 and limited to 50 percent of the participant's vested account balance provided such notes do not exceed \$50,000. The notes are secured by the balance in the participant's account and bear interest at Prime plus one percent at the time of the note. Payments of principal and interest are paid through payroll deductions and credited to the participant's account.

Notes are in default when payments are not made by the end of the calendar quarter following the quarter in which the payment was due, or the participant makes or furnishes any false representation or statement to the Plan. In the event of default, the entire outstanding note balance, consisting of the missed payments,

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
NOTES TO FINANCIAL STATEMENTS
November 30, 2023 and 2022

remaining principal, and all accrued but unpaid interest, will remain as the participant's obligation. Participants have the opportunity to repay the loan or to resume current status by paying all missed payments. If distribution is or becomes available under the Plan, the participants vested balance will be offset by the outstanding loan balance and deemed a distribution as permitted by law.

Vesting

Employees are 100% vested in their elective deferral accounts at all times. All eligible participants will be 100% vested in employer contributions after two years. Forfeitures relating to matching contributions are added to the employer matching contributions and allocated as an additional matching contribution or may be applied toward Plan expenses.

Investment Options

Participants direct the investment of all elective and company contributions into various investment options offered by the Plan.

Participant Accounts

A separate account is maintained for each participant in the Plan, inclusive of contributions, investments, investment gains and losses, withdrawals, transfers and both investment and administrative fees. Each participant's account is re-valued daily.

A participant may elect to invest contributions and transfers in any combination of the funds. Participants can change their investment direction or transfer funds directly through the Plan Administrator or via the Charles Schwab Bank's ("Custodian") online website.

All dividends, interest and other proceeds received with regard to any fund will be reinvested automatically in the same fund.

Participant vested amounts are payable upon retirement, death, or other termination of employment. Distributions may be made in the form of a direct rollover, lump-sum cash distribution or periodic payments over the participant's lifetime. Distributions are to begin as soon as administratively feasible after the end of the fiscal quarter in which the distributable event occurs, but in no event, after the age of 70½. Terminated participants or retirees with an account balance of \$1,000 or less may not elect to remain in the Plan and will automatically receive a lump-sum distribution or rollover.

Administrative Expenses

The Plan pays expenses incurred in the administration of the Plan, unless paid by the Sponsors. Expenses paid to the Custodian are accounted for as a reduction in investment earnings.

Termination Provisions

Although the Sponsors have not expressed any intent to terminate the Plan, they reserve the right to do so at any time. In the event of termination, the accounts of the participants will be distributed in a manner determined by the Plan Administrator and in accordance with the provisions of the Plan.

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
NOTES TO FINANCIAL STATEMENTS
November 30, 2023 and 2022

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and reported amounts of revenue and expenses during the reporting period. Actual results could differ from these estimates.

Fair Value Measurements

Fair value estimates are made at a specific point in time based on relevant market information about the financial instrument. These estimates are subjective in nature and involve uncertainties and matters of significant judgment and, therefore, cannot be determined with precision. Changes in assumptions could significantly affect the estimates.

Investment Valuation

The Plan's money market funds and mutual funds are stated at fair value at November 30, 2023 and 2022. Gains and losses on investments that were purchased, sold or held during the year are included in net appreciation (depreciation) in fair value of investments. Purchases and sales of securities are reported on a trade date basis. Dividend income is recorded on the ex-dividend date. In accordance with the policy of stating investments at market value, net appreciation or depreciation (including gains and losses on assets sold during the year and unrealized gains and losses on assets held) for the year is reflected in the statements of changes in net assets available for benefits.

An investment in the Plan is the Standard Stable Asset Fund 3 (the "Fund"), which has entered into a benefit-responsive group annuity contract. Because the group annuity contract held by the Fund is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the group annuity contract. Contract value, as reported to the Plan by the manager of the Fund, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. There are no reserves against contract value for credit risk of the contract issuers or otherwise. The crediting interest rate is based on a formula agreed upon with the issuers.

Certain employer initiated events (e.g., divestitures, corporate relocations, layoffs, retirement incentive programs, partial or total Plan terminations) are not eligible for book value disbursements even from fully benefit-responsive contracts. These events may cause liquidation of all or a portion of the group annuity contract at a market value adjustment.

Payment of Benefits

Benefit payments to participants are recorded when paid.

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
NOTES TO FINANCIAL STATEMENTS
November 30, 2023 and 2022

Income Taxes

Under the Income Taxes Topic of the FASB ASC, the Sponsors are required to identify potential uncertain tax positions taken, assess and quantify those positions and record reserves. As of and for the years ended November 30, 2023 and 2022, the Sponsors have identified no uncertain tax positions. The Plan files the United States Federal Form 5500 annually.

Subsequent Events

The Plan has evaluated subsequent events through September 16, 2024, the date the financial statements were available to be issued. Effective January 1, 2024, the Plan was amended and Plan assets were transferred to Fidelity Management Trust Company. Fidelity Management Trust Company will operate as the Trustee of the plan in future periods and will maintain related trust accounts.

NOTE 3 – SUMMARY OF FINANCIAL DATA CERTIFIED BY CUSTODIAN (UNAUDITED)

The following is a summary of unaudited information regarding the Plan, included in the Plan's financial statements, which was prepared by the Custodian as of and for the years ended November 30, 2023 and 2022, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the Custodian, that such information is complete and accurate.

	2023	2022
Investments, at fair value	\$ 30,110,383	\$ 27,332,593
Investments, at contract value	\$ 1,778,732	\$ 1,682,792
Interest and dividend income	\$ 915,744	\$ 1,629,819
Net appreciation (depreciation) in fair value of investments	\$ 1,358,525	\$ (5,091,350)

NOTE 4 – FAIR VALUE MEASUREMENTS

The Plan's investments are participant-directed accounts that are held by the Custodian.

Fair value is a market-based measurement that is determined based on assumptions that market participants would use in pricing an asset or liability. As a basis for considering such assumptions, the Plan uses a three-tier fair value hierarchy, which prioritizes the inputs used in measuring fair value as follows:

- Level 1 – Observable inputs such as quoted prices in active markets;
- Level 2 – Inputs, other than the quoted prices in active markets, that are observable either directly or indirectly; and
- Level 3 – Unobservable inputs in which there is little or no market data, which require the reporting entity to develop its own assumptions.

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
NOTES TO FINANCIAL STATEMENTS
November 30, 2023 and 2022

Assets measured at fair value on a recurring basis as of November 30, 2023 and 2022 are as follows:

- Money market funds: Valued at the closing price reported on the active market on which the individual funds are traded and at the accumulated unit value of shares (amortized cost) held by the Plan at year end.
- Mutual funds: Valued at the closing price reported on the active market on which the individual funds are traded.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of November 30:

	2023			Total
	Level 1	Level 2	Level 3	
Money market funds	\$ 166,165	\$ 69,910	\$ -	\$ 236,075
Mutual funds	29,874,308	-	-	29,874,308
Total investments at fair value	<u>\$ 30,040,473</u>	<u>\$ 69,910</u>	<u>\$ -</u>	<u>\$ 30,110,383</u>

	2022			Total
	Level 1	Level 2	Level 3	
Money market funds	\$ 12,594	\$ 76,416	\$ -	\$ 89,010
Mutual funds	27,243,583	-	-	27,243,583
Total investments at fair value	<u>\$ 27,256,177</u>	<u>\$ 76,416</u>	<u>\$ -</u>	<u>\$ 27,332,593</u>

NOTE 5 – TAX STATUS OF THE PLAN

The IRS determined and informed the Sponsors by a letter dated March 31, 2014, that the Plan is qualified and the trust established under the Plan is tax-exempt, under the appropriate sections of the Internal Revenue Code ("IRC"). Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving the determination letter. However, the Plan Administrator is not aware of any course of action or series of events that have occurred that might adversely affect the Plan's qualified status and believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
NOTES TO FINANCIAL STATEMENTS
November 30, 2023 and 2022

NOTE 6 – PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are shares of money market funds that are maintained by the Custodian. These transactions are considered party-in-interest transactions. Fees paid by the Plan for the investment management services are included as a reduction of the return on each fund. There are also indirect fees deducted directly from the investment earnings of the Plan.

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EMPLOYER NO. 34-1349256
PLAN NO. 005
November 30, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
	MONEY MARKET FUNDS			
*	Schwab Value Advantage Money Fund	Money Market, 0.01%	N/A	\$ 117,480
*	Schwab Bank Sweep Money Fund	Money Market, 0.01%	N/A	118,595
				<u>236,075</u>
	MUTUAL FUNDS			
	American Century Inflation Adj Bond	Mutual Fund	N/A	82,884
	American Funds American Mutual Fund R4	Mutual Fund	N/A	2,658,619
	Blackrock Global Allocation Inv A	Mutual Fund	N/A	219,689
	Blackrock Strat Gbl BD FD C	Mutual Fund	N/A	36,482
	Europacific Growth Fund R4	Mutual Fund	N/A	1,151,087
	Invesco Oppenheimer Dev Mkts FD A	Mutual Fund	N/A	938,181
	IShares MSCI EAFE Intl Index A	Mutual Fund	N/A	1,224,464
	IShares Russell Mid Cap Index A	Mutual Fund	N/A	2,543,040
	IShares Russell 200 SM-CP	Mutual Fund	N/A	1,490,540
	IShares S&P 500 Index FD A	Mutual Fund	N/A	5,259,168
	JP Morgan U.S. Equity Class A	Mutual Fund	N/A	3,087,191
	MFS LG Growth R3	Mutual Fund	N/A	3,430,207
	Prudential High Yield Fund Class A	Mutual Fund	N/A	153,764
	Principal Real Estate Sec A	Mutual Fund	N/A	51,523
	Sterling Capital Total Return Class A	Mutual Fund	N/A	2,073,567
	T Rowe Retirement 2010 Fund Advisor	Mutual Fund	N/A	1,734
	T Rowe Retirement 2020 Fund Advisor	Mutual Fund	N/A	770,146
	T Rowe Retirement 2030 Fund Advisor	Mutual Fund	N/A	724,171
	T Rowe Retirement 2040 Fund Advisor	Mutual Fund	N/A	1,306,193
	T Rowe Retirement 2050 Fund Advisor	Mutual Fund	N/A	959,515
	T Rowe Retirement 2060 Fund Advisor	Mutual Fund	N/A	605,669
	Vanguard Total Bond Market Index	Mutual Fund	N/A	652,363
	Victory Trivalent International Small Cap A	Mutual Fund	N/A	454,111
				<u>29,874,308</u>
	GROUP ANNUITY CONTRACT			
	Standard Stable Asset Fund 3	Group Annuity Contract	N/A	1,778,732
	NOTES RECEIVABLE FROM PARTICIPANTS			
*		Notes receivable from participants ranging from 4.25% to 6.50%	\$ -	193,414
	TOTAL ASSETS HELD FOR INVESTMENT PURPOSES			<u><u>\$ 32,082,529</u></u>

* - Represents a party-in-interest, as defined by ERISA

N/A - Information is not required for participant-directed investments pursuant to Form 5500 instructions.

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	341
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year		6a(1)	285
a(2) Total number of active participants at the end of the plan year		6a(2)	284
b Retired or separated participants receiving benefits.....		6b	3
c Other retired or separated participants entitled to future benefits		6c	73
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	360
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	360
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	342
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	27
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 3D 3H			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ ¹ A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2022 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information		
For calendar plan year 2022 or fiscal plan year beginning <u>12/01/2022</u> and ending <u>11/30/2023</u>			
A	This return/report is for:	☐ a multiemployer plan ☒ a single-employer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☐ 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 ☐ special extension (enter description) _____	☐ the DFVC program
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 Ross Employees' 401(k) Savings Plan & Trust	1b	Three-digit plan number (PN) ▶ 005
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) Ross Environmental Services, Inc. 150 Innovation Drive Elyria, OH 44035	1c	Effective date of plan 12/01/1994
		2b	Employer Identification Number (EIN) 34-1349256
		2c	Plan Sponsor's telephone number (440) 366-2086
		2d	Business code (see instructions) 562000

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	 Signature of plan administrator	<u>9/16/24</u> Date	Robert Ward Enter name of individual signing as plan administrator
SIGN HERE	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2022)
v. 220413

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULE

November 30, 2023 and 2022

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
ANNUAL REPORT INDEX
November 30, 2023 and 2022

The following financial statements and other information of the Ross Employees' 401(k) Savings Plan and Trust are included herewith:

- Statements of Net Assets Available for Benefits as of November 30, 2023 and 2022;
- Statements of Changes in Net Assets Available for Benefits for the years ended November 30, 2023 and 2022;
- Notes to Financial Statements.

The following supplemental schedule of the Ross Employees' 401(k) Savings Plan and Trust in the Annual Report of the Plan on Form 5500 filed with the Department of Labor as of November 30, 2023 is included herewith:

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

All other supplemental schedules and notes for which provision is made in the applicable rules and regulations of the Department of Labor are not required under the related instructions or are inapplicable and, therefore, have been omitted.

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST

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INDEPENDENT AUDITORS' REPORT

To the Trustees and Plan Administrator of
Ross Employees' 401(k) Savings Plan and Trust
Elyria, Ohio

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

We have performed audits of the accompanying financial statements of Ross Employees' 401(k) Savings Plan and Trust ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statements of net assets available for benefits as of November 30, 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 audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from Charles Schwab Bank, a qualified institution, as of November 30, 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 Auditors' Responsibilities for the Audits of the Financial Statements section—

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audits of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audits 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 generally accepted auditing standards 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 generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- 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 audits in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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) audits 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 audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

Supplemental Schedules Required by ERISA

The supplemental schedule of Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of November 30, 2023 is presented for purposes of additional analysis and is not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. 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 schedule, we evaluated whether the supplemental schedule, 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



BOBER, MARKEY, FEDOROVICH & COMPANY
Akron, Ohio

September 16, 2024

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
November 30, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
INVESTMENTS, AT FAIR VALUE		
Money market funds	\$ 236,075	\$ 89,010
Mutual funds	29,874,308	27,243,583
TOTAL INVESTMENTS, AT FAIR VALUE	<u>30,110,383</u>	<u>27,332,593</u>
INVESTMENTS, AT CONTRACT VALUE		
Group annuity contract	1,778,732	1,682,792
RECEIVABLES		
Contributions - employer	2,189	809
Contributions - employee	3,914	9,841
Contributions - profit sharing	200,000	-
Notes receivable from participants	193,414	176,528
TOTAL RECEIVABLES	<u>399,517</u>	<u>187,178</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 32,288,632</u>	<u>\$ 29,202,563</u>

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

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
For the Years Ended November 30, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ADDITIONS		
Investment income:		
Interest and dividend income	\$ 915,744	\$ 1,629,819
Interest on notes receivable from participants	12,703	7,094
Contributions:		
Employee	2,251,332	1,960,594
Employer	1,266,324	1,006,940
Rollover	-	211,985
Total contributions	<u>3,517,656</u>	<u>3,179,519</u>
Fee rebates	93,305	90,215
TOTAL ADDITIONS	4,539,408	4,906,647
DEDUCTIONS		
Distributions	2,714,931	1,215,464
Administrative expenses	<u>96,933</u>	<u>88,099</u>
TOTAL DEDUCTIONS	2,811,864	1,303,563
NET APPRECIATION (DEPRECIATION) IN FAIR VALUE OF INVESTMENTS	<u>1,358,525</u>	<u>(5,091,350)</u>
NET (DECREASE) INCREASE	3,086,069	(1,488,266)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	<u>29,202,563</u>	<u>30,690,829</u>
End of year	<u>\$ 32,288,632</u>	<u>\$ 29,202,563</u>

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

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
NOTES TO FINANCIAL STATEMENTS
November 30, 2023 and 2022

NOTE 1 – DESCRIPTION OF THE PLAN

The following description of the Ross Employees' 401(k) Savings Plan and Trust (the "Plan") provides general information only. Participants should refer to the Plan document for a more comprehensive description of the Plan's provisions.

Description

The Plan is a defined contribution plan adopted by Ross Environmental Services, Inc. ("RES"), Ross Incineration Services, Inc., Ross Transportation Services, Inc. and ManagTech, Inc., (collectively referred to as the "Sponsors"). The Plan is administered by RES (the "Plan Administrator"). The Plan is subject to the provisions of the Employee Retirement Income Securities Act of 1974, as amended ("ERISA").

Eligibility

All employees of the Sponsors are eligible to participate once they attain the age of 21 and complete six months of service. During 2021, the plan was amended effective November 1, 2021 that changed the eligibility requirement for service to 30 days. An individual may enter the Plan on the first day of the month following the date the requirements were met. Unless they elect to opt out, employees are auto enrolled into the Plan at a 6% contribution rate once they become eligible to participate.

Contributions

Participants can elect to contribute up to 100% of their pre-tax compensation as limited by the Internal Revenue Service ("IRS"). Contributions are made to the Plan and then allocated to the individual participants' accounts. The Plan allows participants to contribute, pre-tax, up to 100% of any bonus they may receive. The Plan provides for discretionary employer matching contributions, as authorized by the Sponsors. Effective December 1, 2016, the Plan was amended to become a safe harbor plan, implement auto enrollment at 6% once participants become eligible, and change the matching contributions calculation to 100% of the first 1% and 50% of the next 5% of employee deferrals. During 2021, the Plan was amended effective November 1, 2021 that changed the matching contributions calculation to 100% up to 4.5% of employee deferrals. The Sponsors authorized matching contributions were \$1,066,324 and \$1,006,940 for the years ended November 30, 2023 and 2022, respectively. Effective December 1, 2020, the plan allows for Roth deferral elections to be made by participants in addition to the pre-tax deferral. The Plan also provides for discretionary profit sharing contributions, as authorized by the Sponsors. The Plan recorded \$200,000 and \$0 in contributions for the years ended November 30, 2023 and 2022, respectively.

Notes Receivable from Participants

The Plan allows participants to apply for and obtain, from the balance of the participant's account, notes in an amount of no less than \$1,000 and limited to 50 percent of the participant's vested account balance provided such notes do not exceed \$50,000. The notes are secured by the balance in the participant's account and bear interest at Prime plus one percent at the time of the note. Payments of principal and interest are paid through payroll deductions and credited to the participant's account.

Notes are in default when payments are not made by the end of the calendar quarter following the quarter in which the payment was due, or the participant makes or furnishes any false representation or statement to the Plan. In the event of default, the entire outstanding note balance, consisting of the missed payments,

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
NOTES TO FINANCIAL STATEMENTS
November 30, 2023 and 2022

remaining principal, and all accrued but unpaid interest, will remain as the participant's obligation. Participants have the opportunity to repay the loan or to resume current status by paying all missed payments. If distribution is or becomes available under the Plan, the participants vested balance will be offset by the outstanding loan balance and deemed a distribution as permitted by law.

Vesting

Employees are 100% vested in their elective deferral accounts at all times. All eligible participants will be 100% vested in employer contributions after two years. Forfeitures relating to matching contributions are added to the employer matching contributions and allocated as an additional matching contribution or may be applied toward Plan expenses.

Investment Options

Participants direct the investment of all elective and company contributions into various investment options offered by the Plan.

Participant Accounts

A separate account is maintained for each participant in the Plan, inclusive of contributions, investments, investment gains and losses, withdrawals, transfers and both investment and administrative fees. Each participant's account is re-valued daily.

A participant may elect to invest contributions and transfers in any combination of the funds. Participants can change their investment direction or transfer funds directly through the Plan Administrator or via the Charles Schwab Bank's ("Custodian") online website.

All dividends, interest and other proceeds received with regard to any fund will be reinvested automatically in the same fund.

Participant vested amounts are payable upon retirement, death, or other termination of employment. Distributions may be made in the form of a direct rollover, lump-sum cash distribution or periodic payments over the participant's lifetime. Distributions are to begin as soon as administratively feasible after the end of the fiscal quarter in which the distributable event occurs, but in no event, after the age of 70½. Terminated participants or retirees with an account balance of \$1,000 or less may not elect to remain in the Plan and will automatically receive a lump-sum distribution or rollover.

Administrative Expenses

The Plan pays expenses incurred in the administration of the Plan, unless paid by the Sponsors. Expenses paid to the Custodian are accounted for as a reduction in investment earnings.

Termination Provisions

Although the Sponsors have not expressed any intent to terminate the Plan, they reserve the right to do so at any time. In the event of termination, the accounts of the participants will be distributed in a manner determined by the Plan Administrator and in accordance with the provisions of the Plan.

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
NOTES TO FINANCIAL STATEMENTS
November 30, 2023 and 2022

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and reported amounts of revenue and expenses during the reporting period. Actual results could differ from these estimates.

Fair Value Measurements

Fair value estimates are made at a specific point in time based on relevant market information about the financial instrument. These estimates are subjective in nature and involve uncertainties and matters of significant judgment and, therefore, cannot be determined with precision. Changes in assumptions could significantly affect the estimates.

Investment Valuation

The Plan's money market funds and mutual funds are stated at fair value at November 30, 2023 and 2022. Gains and losses on investments that were purchased, sold or held during the year are included in net appreciation (depreciation) in fair value of investments. Purchases and sales of securities are reported on a trade date basis. Dividend income is recorded on the ex-dividend date. In accordance with the policy of stating investments at market value, net appreciation or depreciation (including gains and losses on assets sold during the year and unrealized gains and losses on assets held) for the year is reflected in the statements of changes in net assets available for benefits.

An investment in the Plan is the Standard Stable Asset Fund 3 (the "Fund"), which has entered into a benefit-responsive group annuity contract. Because the group annuity contract held by the Fund is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the group annuity contract. Contract value, as reported to the Plan by the manager of the Fund, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. There are no reserves against contract value for credit risk of the contract issuers or otherwise. The crediting interest rate is based on a formula agreed upon with the issuers.

Certain employer initiated events (e.g., divestitures, corporate relocations, layoffs, retirement incentive programs, partial or total Plan terminations) are not eligible for book value disbursements even from fully benefit-responsive contracts. These events may cause liquidation of all or a portion of the group annuity contract at a market value adjustment.

Payment of Benefits

Benefit payments to participants are recorded when paid.

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
NOTES TO FINANCIAL STATEMENTS
November 30, 2023 and 2022

Income Taxes

Under the Income Taxes Topic of the FASB ASC, the Sponsors are required to identify potential uncertain tax positions taken, assess and quantify those positions and record reserves. As of and for the years ended November 30, 2023 and 2022, the Sponsors have identified no uncertain tax positions. The Plan files the United States Federal Form 5500 annually.

Subsequent Events

The Plan has evaluated subsequent events through September 16, 2024, the date the financial statements were available to be issued. Effective January 1, 2024, the Plan was amended and Plan assets were transferred to Fidelity Management Trust Company. Fidelity Management Trust Company will operate as the Trustee of the plan in future periods and will maintain related trust accounts.

NOTE 3 – SUMMARY OF FINANCIAL DATA CERTIFIED BY CUSTODIAN (UNAUDITED)

The following is a summary of unaudited information regarding the Plan, included in the Plan's financial statements, which was prepared by the Custodian as of and for the years ended November 30, 2023 and 2022, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the Custodian, that such information is complete and accurate.

	2023	2022
Investments, at fair value	\$ 30,110,383	\$ 27,332,593
Investments, at contract value	\$ 1,778,732	\$ 1,682,792
Interest and dividend income	\$ 915,744	\$ 1,629,819
Net appreciation (depreciation) in fair value of investments	\$ 1,358,525	\$ (5,091,350)

NOTE 4 – FAIR VALUE MEASUREMENTS

The Plan's investments are participant-directed accounts that are held by the Custodian.

Fair value is a market-based measurement that is determined based on assumptions that market participants would use in pricing an asset or liability. As a basis for considering such assumptions, the Plan uses a three-tier fair value hierarchy, which prioritizes the inputs used in measuring fair value as follows:

- Level 1 – Observable inputs such as quoted prices in active markets;
- Level 2 – Inputs, other than the quoted prices in active markets, that are observable either directly or indirectly; and
- Level 3 – Unobservable inputs in which there is little or no market data, which require the reporting entity to develop its own assumptions.

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
NOTES TO FINANCIAL STATEMENTS
November 30, 2023 and 2022

Assets measured at fair value on a recurring basis as of November 30, 2023 and 2022 are as follows:

- Money market funds: Valued at the closing price reported on the active market on which the individual funds are traded and at the accumulated unit value of shares (amortized cost) held by the Plan at year end.
- Mutual funds: Valued at the closing price reported on the active market on which the individual funds are traded.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of November 30:

	2023			Total
	Level 1	Level 2	Level 3	
Money market funds	\$ 166,165	\$ 69,910	\$ -	\$ 236,075
Mutual funds	29,874,308	-	-	29,874,308
Total investments at fair value	<u>\$ 30,040,473</u>	<u>\$ 69,910</u>	<u>\$ -</u>	<u>\$ 30,110,383</u>

	2022			Total
	Level 1	Level 2	Level 3	
Money market funds	\$ 12,594	\$ 76,416	\$ -	\$ 89,010
Mutual funds	27,243,583	-	-	27,243,583
Total investments at fair value	<u>\$ 27,256,177</u>	<u>\$ 76,416</u>	<u>\$ -</u>	<u>\$ 27,332,593</u>

NOTE 5 – TAX STATUS OF THE PLAN

The IRS determined and informed the Sponsors by a letter dated March 31, 2014, that the Plan is qualified and the trust established under the Plan is tax-exempt, under the appropriate sections of the Internal Revenue Code ("IRC"). Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving the determination letter. However, the Plan Administrator is not aware of any course of action or series of events that have occurred that might adversely affect the Plan's qualified status and believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
NOTES TO FINANCIAL STATEMENTS
November 30, 2023 and 2022

NOTE 6 – PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are shares of money market funds that are maintained by the Custodian. These transactions are considered party-in-interest transactions. Fees paid by the Plan for the investment management services are included as a reduction of the return on each fund. There are also indirect fees deducted directly from the investment earnings of the Plan.

ROSS EMPLOYEES' 401(K) SAVINGS PLAN AND TRUST
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EMPLOYER NO. 34-1349256
PLAN NO. 005
November 30, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
	MONEY MARKET FUNDS			
*	Schwab Value Advantage Money Fund	Money Market, 0.01%	N/A	\$ 117,480
*	Schwab Bank Sweep Money Fund	Money Market, 0.01%	N/A	118,595
				<u>236,075</u>
	MUTUAL FUNDS			
	American Century Inflation Adj Bond	Mutual Fund	N/A	82,884
	American Funds American Mutual Fund R4	Mutual Fund	N/A	2,658,619
	Blackrock Global Allocation Inv A	Mutual Fund	N/A	219,689
	Blackrock Strat Gbl BD FD C	Mutual Fund	N/A	36,482
	Europacific Growth Fund R4	Mutual Fund	N/A	1,151,087
	Invesco Oppenheimer Dev Mkts FD A	Mutual Fund	N/A	938,181
	IShares MSCI EAFE Intl Index A	Mutual Fund	N/A	1,224,464
	IShares Russell Mid Cap Index A	Mutual Fund	N/A	2,543,040
	IShares Russell 200 SM-CP	Mutual Fund	N/A	1,490,540
	IShares S&P 500 Index FD A	Mutual Fund	N/A	5,259,168
	JP Morgan U.S. Equity Class A	Mutual Fund	N/A	3,087,191
	MFS LG Growth R3	Mutual Fund	N/A	3,430,207
	Prudential High Yield Fund Class A	Mutual Fund	N/A	153,764
	Principal Real Estate Sec A	Mutual Fund	N/A	51,523
	Sterling Capital Total Return Class A	Mutual Fund	N/A	2,073,567
	T Rowe Retirement 2010 Fund Advisor	Mutual Fund	N/A	1,734
	T Rowe Retirement 2020 Fund Advisor	Mutual Fund	N/A	770,146
	T Rowe Retirement 2030 Fund Advisor	Mutual Fund	N/A	724,171
	T Rowe Retirement 2040 Fund Advisor	Mutual Fund	N/A	1,306,193
	T Rowe Retirement 2050 Fund Advisor	Mutual Fund	N/A	959,515
	T Rowe Retirement 2060 Fund Advisor	Mutual Fund	N/A	605,669
	Vanguard Total Bond Market Index	Mutual Fund	N/A	652,363
	Victory Trivalent International Small Cap A	Mutual Fund	N/A	454,111
				<u>29,874,308</u>
	GROUP ANNUITY CONTRACT			
	Standard Stable Asset Fund 3	Group Annuity Contract	N/A	1,778,732
	NOTES RECEIVABLE FROM PARTICIPANTS			
*		Notes receivable from participants ranging from 4.25% to 6.50%	\$ -	193,414
	TOTAL ASSETS HELD FOR INVESTMENT PURPOSES			<u><u>\$ 32,082,529</u></u>

* - Represents a party-in-interest, as defined by ERISA

N/A - Information is not required for participant-directed investments pursuant to Form 5500 instructions.