

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☒ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☐ a single-employer plan ☐ a DFE (specify) _____ ☐ 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 CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1997
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) CONSTRUCTION EMPLOYEES GROUP PROFIT P.O. BOX 406 FARGO, ND 58107
2b	Employer Identification Number (EIN) 45-6029203
2c	Plan Sponsor's telephone number 701-232-1700
2d	Business code (see instructions) 237310

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2024	MARC T RUE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2024	MARC T RUE
	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 1832
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 1337 6a(2) 1277 6b 23 6c 423 6d 1723 6e 0 6f 1723 6g(1) 1831 6g(2) 1723 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2E 2F 2G 2J 2K 3D

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

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

- (1)** ☒ **H** (Financial Information)
- (2)** ☐ **I** (Financial Information – Small Plan)
- (3)** ☒ **A** (Insurance Information) – Number Attached 1
- (4)** ☒ **C** (Service Provider Information)
- (5)** ☒ **D** (DFE/Participating Plan Information)
- (6)** ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE 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 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A Name of plan CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 CONSTRUCTION EMPLOYEES GROUP PROFIT	D Employer Identification Number (EIN) 45-6029203

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
PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY 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
06-1050034	93629	007156	1723	01/01/2023	12/31/2023

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

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	735719

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
CONCOURSE FINANCIAL GROUP SECURITIE

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
	584120	SERVICES TO INSURER OR PLAN	4

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

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
	151599	SERVICES TO INSURER OR PLAN	4

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

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

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

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

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

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

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

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

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

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

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	28174429
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	85326458

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.**6d**

Specify nature of costs ▶

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**

30341447

c Additions: (1) Contributions deposited during the year**7c(1)**

2222117

(2) Dividends and credits

7c(2)

(3) Interest credited during the year

7c(3)

866848

(4) Transferred from separate account.....

7c(4)

2019768

(5) Other (specify below)

7c(5)

121613

▶ LOAN REPAYMENTS MISCELLANEOUS IN TRANSFERS IN

(6) Total additions

7c(6)

5230346

d Total of balance and additions (add lines **7b** and **7c(6)**)**7d**

35571793

e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year

7e(1)

5349318

(2) Administration charge made by carrier

7e(2)

868

(3) Transferred to separate account.....

7e(3)

1907212

(4) Other (specify below)

7e(4)

139966

▶ FORF. DR., TRANSFERS OUT LOAN INITIATIONS MISCELLANEOUS OUT

(5) Total deductions

7e(5)

7397364

f Balance at the end of the current year (subtract line **7e(5)** from line **7d**)**7f**

28174429

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	10b	

Specify nature of costs.

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
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 CONSTRUCTION EMPLOYEES GROUP PROFIT	D Employer Identification Number (EIN) 45-6029203

Part I

Service Provider Information (see instructions)

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).....

X

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
THE PRUDENTIAL INSURANCE COMPANY OF	
22-1211670	

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

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

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

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

BRADY MARTZ & ASSOCIATES PC

45-0310328

(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 14	NONE	22759	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

THE PRUDENTIAL INSURANCE COMPANY OF

22-1211670

(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 37 50 64	NONE	21325	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
THE PRUDENTIAL INSURANCE COMPANY OF	15 60 64	0
(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.	
PRUDENTIAL INVESTMENTS, LLC 22-3468527	27.000 BPS AND \$0.00 PER PARTICIPANT INVESTED IN THE FUND FROM 1/1/2023 TO 12/31/2023 PGIM JENNISON UTILITY A	

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>CONSTRUCTION EMPLOYEES GROUP PROFIT</u>	D Employer Identification Number (EIN) <u>45-6029203</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)
(Complete as many entries as needed to report all interests in DFEs)	

a Name of MTIA, CCT, PSA, or 103-12 IE: DRYDEN S&P500 INDEX - ISP

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN <u>06-1050034-123</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4250382</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: HIGH GRADE BOND GSAM

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN <u>06-1050034-039</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4277450</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BALANCED I WELLINGTON

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN <u>06-1050034-084</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>986712</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: INTL BLD AQR FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN <u>06-1050034-125</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>10801391</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: CORE PLUS BOND PGIM FD

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN <u>06-1050034-299</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>5375962</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: LCG JP MORGAN INV MGMT

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN <u>06-1050034-141</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>15189706</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: LCV WELLINGTON

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN <u>06-1050034-184</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>6349924</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: MID CAP GROWTH I (IVY)		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-409	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4748082
a Name of MTIA, CCT, PSA, or 103-12 IE: SCV KENNEDY CAPITAL		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-257	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4722041
a Name of MTIA, CCT, PSA, or 103-12 IE: SCG EMERALD		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-540	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3617786
a Name of MTIA, CCT, PSA, or 103-12 IE: PGIM QS MID CAP IDX - ISP		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-833	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 268362
a Name of MTIA, CCT, PSA, or 103-12 IE: PGIM QS SML CAP IDX - ISP		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-832	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 208716
a Name of MTIA, CCT, PSA, or 103-12 IE: DAY ONE IFX TRGT BAL		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-697	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1977696
a Name of MTIA, CCT, PSA, or 103-12 IE: MCV INTEGRITY		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-441	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4749009
a Name of MTIA, CCT, PSA, or 103-12 IE: INTL BLD II FD		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-534	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 9830204
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 CONSTRUCTION EMPLOYEES GROUP PROFIT	D Employer Identification Number (EIN) 45-6029203	

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	0	1164
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	29503	14131
(2) Participant contributions	1b(2)	42827	29672
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	618264	637572
(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)	407443	438045
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	74506009	85326458
(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)	583827	478192
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	30341447	28174429
(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	106529320	115099663
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	106529320	115099663

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)	6782041	
(B) Participants	2a(1)(B)	2485132	
(C) Others (including rollovers)	2a(1)(C)	992140	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		10259313
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	26977	
(F) Other	2b(1)(F)	866848	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		893825
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	31208	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	9492	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		40700
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	39488	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	14868	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		24620
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	2967	
(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)		12482867
(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)		-27282
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		23677010

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	15050273	
(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)		15050273
f Corrective distributions (see instructions)	2f		16736
g Certain deemed distributions of participant loans (see instructions)	2g		-15014
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)	25196	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)	22759	
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	6717	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		54672
j Total expenses. Add all expense amounts in column (b) and enter total	2j		15106667

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		8570343
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: **BRADY, MARTZ & ASSOCIATES, P.C.**

(2) EIN: **45-0310328**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	☒	☐	19191
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	☐	☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	☐	☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	☐	☒	
e Was this plan covered by a fidelity bond?	☒	☐	500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	☐	☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	☐	☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	☐	☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒	☐	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☐	☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	☐	☒	
l Has the plan failed to provide any benefit when due under the plan?	☐	☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	☐	☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	☐	☐	

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 CONSTRUCTION EMPLOYEES GROUP PROFIT		D Employer Identification Number (EIN) 45-6029203
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 22-1211670		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No	
21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).	
☐ Design-based safe harbor method ☐ "Prior year" ADP test ☐ "Current year" ADP test ☒ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter <u>09 / 22 / 2022</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q703902A</u> .	

SCHEDULE MEP (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	MULTIPLE-EMPLOYER RETIREMENT PLAN INFORMATION This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and Section 6058(a) of the Internal Revenue Code (the Code) ► File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN	B Three-digit Plan number (PN) ►	001
C Plan administrator's name as shown on line 3a of Form 5500/Form 5500-SF CONSTRUCTION EMPLOYEES GROUP PROFIT	D Administrator's EIN 45-6029203	

Part I	Type of Multiple-Employer Pension Plan. All multiple-employer pension plans must complete.
---------------	---

1 Check the appropriate box to indicate type of multiple-employer pension plan. (Only defined contribution plans may check lines 1a, 1b, and 1c. Defined benefit plans and defined contribution plans not checking lines 1a, 1b, or 1c should check line 1d. See Instructions).

- a** ☐ association retirement plan (See 29 CFR 2510.3-55) (Complete Part II)
- b** ☐ professional employer organization plan (PEO Plan) (See 29 CFR 29 CFR 2510.3-55) (Complete Part II)
- c** ☐ pooled employer plan (PEP) (See 29 CFR 2510.3-44) (Complete Parts II and III)
- d** ☒ other multiple-employer pension plan (Describe) MONEY PURCHASE PENSION PLAN (Complete Part II)

Part II	Participating Employer Information.
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2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan. **Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).**

2a Name of Participating Employer MAYO CONSTRUCTION COMPANY, INC.	2b EIN 45-0351973	2c Percentage of Total Contributions for the Plan Year 15.17	2d Aggregate Account Balances Attributable to Participating Employer 19582182
2a Name of Participating Employer BORDER STATES PAVING, INC.	2b EIN 45-0304864	2c Percentage of Total Contributions for the Plan Year 39.86	2d Aggregate Account Balances Attributable to Participating Employer 31970587

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

2e Does the plan include any individuals not participating through an employer or who are individual working owners?	2e	☒ Yes ☐ No
2f If you answer "Yes" in line 2e, enter a good faith estimate of the percentage of total contributions made by all such individuals that are not listed on line 2a during the plan year.	2f	
2g If you answer "Yes" in Line 2e, enter the aggregate account balances for all such individuals that are not listed on line 2a.	2g	

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

**Schedule MEP (2023)
v. 230728**

Part II Participating Employer Information (Continued).

Use this page for additional participating employer information.

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan.

Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).

2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
INDUSTRIAL BUILDERS, INC.	45-0235872	8.17	14481794
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
BECHTOLD PAVING, INC.	45-0334481	4.46	8723964
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
GRAVEL PRODUCTS, INC.	45-0317368	6.24	7127340
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
RED RIVER EXCAVATING	91-2047028	0.12	216265
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
STRATA CORPORATION	45-0276869	4.37	9022972
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
INACTIVE PARTICIPANTS	45-6029203	0.01	3704418
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
ANDERSON WESTERN, INC.	45-0427436	3.67	2342558
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
ASSOCIATED GENERAL CONTRACTORS OF NORTH DAKOTA	45-0229993	0.52	568683
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
NORTHSTAR SAFETY, INC.	56-2629358	2.91	4709155

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

Part II Participating Employer Information (Continued).

Use this page for additional participating employer information.

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan.

Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).

2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
PRO SWEEP, INC.	20-8406718	0.10	82991
KPH, INC.	45-0357444	4.79	3897334
KOST MATERIALS, LLC	46-1920515	5.80	3374340
REVOLUTIONS POWER SPORTS, INC.	68-0494354	0.23	252446
PRODUCERS FINANCIAL GROUP	45-0407729	0.21	251039
CRM-I&I	20-1818381	0.90	487125
FM ASPHALT, LLC	81-4860493	0.99	2452104
RICARD PLUMBING AND HEATING	81-4488564	0.81	847381
PRODUCERS FINANCIAL GROUP WEST II	87-1268199	0.53	492694

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

Part II Participating Employer Information (Continued).

Use this page for additional participating employer information.

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan.

Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).

2a Name of Participating Employer PRODUCERS FINANCIAL GROUP WEST	2b EIN 26-2730836	2c Percentage of Total Contributions for the Plan Year 0.14	2d Aggregate Account Balances Attributable to Participating Employer 29279
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
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2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

Part III	Pooled Employer Plan Information
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Line 3. All Pooled employer plans must answer all of the questions in Part III, in addition to completing all of Parts I and II.

3a Is the pooled plan provider (identified as the plan sponsor and administrator in Part II of the Form 5500) currently in compliance with the Form PR (Pooled Plan Provider Registration Statement) requirements? (See instructions and 29 CFR 2510.3-44) ☒ Yes ☐ No

3b If line 3a is "Yes", enter the ACK ID for the most recent Form PR that was required to be filed under the Form PR filing requirements. (Failure to enter a valid ACK ID will subject the Form 5500 filing to rejection as incomplete.)
ACK ID _____

**CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
FARGO, NORTH DAKOTA**

AUDITED FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

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INDEPENDENT AUDITOR'S REPORT

The Board of Trustees of the
Construction Employees Group Profit Sharing Plan
Fargo, North Dakota

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

We have performed audits of the accompanying financial statements of Construction Employees Group Profit Sharing Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2023 and 2022, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the Financial Statements 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 GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Construction Employees Group Profit Sharing Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Construction Employees Group Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters-Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2023, and Schedule of Delinquent Participant Contributions, for the year ended December 31, 2023, are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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 schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, 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 schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



BRADY, MARTZ & ASSOCIATES, P.C.
FARGO, NORTH DAKOTA

October 2, 2024

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2023 AND 2022

	<u>2023</u>	<u>2022</u>
ASSETS:		
Non-interest bearing cash	\$ 1,164	\$ -
Investments:		
Investments at fair value	86,442,222	75,708,100
Investments at contract value	<u>28,174,429</u>	<u>30,341,447</u>
Total investments	<u>114,616,651</u>	<u>106,049,547</u>
Receivables:		
Employee contributions	29,672	42,827
Employer contributions	14,131	29,503
Notes receivable from participants	<u>492,906</u>	<u>494,803</u>
Total receivables	<u>536,709</u>	<u>567,133</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 115,154,524</u></u>	<u><u>\$ 106,616,680</u></u>

See notes to the financial statements

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

ADDITIONS (SUBTRACTIONS) TO NET ASSETS ATTRIBUTED TO:	<u>2023</u>	<u>2022</u>
Investment income (loss):		
Interest and dividends	\$ 907,545	\$ 914,490
Net appreciation (depreciation) in fair value of investments	<u>12,483,175</u>	<u>(14,502,916)</u>
Total investment income (loss)	<u>13,390,720</u>	<u>(13,588,426)</u>
Interest income on notes receivable from participants	<u>26,977</u>	<u>24,597</u>
Contributions:		
Employer	6,782,041	6,765,298
Participant	2,485,132	2,439,967
Rollovers	<u>992,140</u>	<u>2,637,043</u>
Total contributions	<u>10,259,313</u>	<u>11,842,308</u>
Total additions (subtractions)	<u>23,677,010</u>	<u>(1,721,521)</u>
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:		
Benefit payments	15,084,494	12,310,694
Administrative fees	<u>54,672</u>	<u>67,036</u>
Total deductions	<u>15,139,166</u>	<u>12,377,730</u>
NET INCREASE (DECREASE)	8,537,844	(14,099,251)
Transfers, net	-	(2,814,480)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	<u>106,616,680</u>	<u>123,530,411</u>
End of year	<u><u>\$ 115,154,524</u></u>	<u><u>\$ 106,616,680</u></u>

See notes to the financial statements

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 1 DESCRIPTION OF PLAN

The following description of the Construction Employees Group Profit Sharing Plan (Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a multiple employer defined contribution plan effective January 1, 2004. The plan covers all those employees of participating employer members of the Associated General Contractors of North Dakota and Minnesota who are engaged in work classifications enumerated in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan is administered by a board of trustees appointed by the participating employers. Third party administrators serve as the providers of the Plan, maintain records of the participant data, and hold the Plan assets.

Contributions

Participating employees may contribute an amount each pay period as provided for in their participation agreement up to the dollar and percentage limits set by law. Employers contribute at the rate provided for in their participation agreement. The contribution varies per job category and location of the project. Eligible plan participants may contribute up to the maximum amount allowed under federal regulations for the Plan year. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

Participants may make rollover contributions for amounts representing distributions from other qualified defined benefit plans, defined contribution plans, or individual retirement accounts.

Payment of Benefits

Upon termination of employment, death, disability or retirement, the participant will receive a distribution equal to the value of the participant's vested interest. Terminated participants with account balances of \$5,000 or less are required to take a lump sum distribution upon termination. If the amount of the distribution exceeds \$1,000 and the participant does not elect to either receive or roll the distribution, the distribution will be directly rolled over to an IRA in the participant's name. Terminated participants with account balances in excess of \$5,000 are eligible for a lump sum distribution, installment distributions, ad-hoc distributions, or direct rollover to an IRA or other qualified plan. Hardship distributions and in-service retirement distributions are also permitted for participants who have not separated from service. Participants must have attained age 59 1/2 to qualify for in-service retirement distributions. Generally, certain minimum distributions are required for participants who have separated from service and have reached required minimum distribution age.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Forfeitures and Vesting

Participants are always 100 percent vested in their elective deferrals, prevailing wages contributions, and earnings. Vesting of employer contributions are determined at the individual employer level. Employees are fully vested within a range from immediately to 6 years depending on the employer and investment type. At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$2,530 and \$2,627 respectively. This account is used to restore prior participants' forfeitures, reduce employer contributions, or pay expenses. During the years ended December 31, 2023 and 2022, \$39,552 and \$11,660 of forfeitures, respectively, were used to reduce employer contributions, restore prior participant forfeitures, and pay plan expenses.

Participant Accounts

Each participant's account is credited with the participant's contributions and participating employers' contributions. Plan earnings are allocated based on participant account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. The Plan allows for participant-directed investment programs for which separate funds are maintained. The value of each participant's account is determined daily.

Participants' Investment Options

Participants must direct their salary deferral contributions and employer contributions to selected investments as offered by the Plan. Participants may change their investment options throughout the year by contacting the third-party administrator.

Eligibility

For services performed under a public contract subject to the Davis-Bacon Act or to any other federal, state or municipal prevailing wage law, there is no age or service requirement. Employees who elect to participate in the cash or deferred profit-sharing plan become eligible according to the employer's age and service requirements set forth in each employer's supplemental participant agreement.

Notes Receivable from Participants

Notes Receivables are permitted under the Plan's provisions. If the participant's vested account balance is \$20,000 or less, the maximum loan shall not exceed the lesser of \$10,000 or 100% of the participant's vested account balance. If the participant's vested account balance is over \$20,000, the loan must not be greater than 50% of the participant's vested account balance up to a maximum of \$50,000. Loans must be for a minimum of \$1,000. All loans are repaid in equal amounts over the repayment term, which is five years or less, except for the purchase of a principal residence for which repayment term shall be in accordance with repayment terms for such loans as quoted by commercial banks in the area. Principal and interest are paid ratably through payroll deductions and credited to the participant's account. The interest rate is determined by the rate charged at area commercial banks for a similar loan.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Assets Held in Trust

Since January 1, 2004, all assets of the Plan are held by Empower Annuity Insurance Company of America, an operating division of Empower Retirement, LLC. The operations of Empower Annuity Insurance Company of America are conducted principally through Empower Annuity Insurance Company ("EAIC"), a wholly owned subsidiary of Empower Retirement. EAIC is responsible for, among other things, the custody and investing of the Plan's assets and the payment of benefits to eligible participants. Empower Annuity Insurance Company of America, FSB, a wholly owned subsidiary of Empower Retirement, serves as the trustee for which EAIC is the record keeper.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the plan are prepared using the accrual method of accounting.

Basis of Presentation

The accompanying financial statements are presented in accordance with accounting principles generally accepted in the United States of America, ("U.S. GAAP"), as codified by the Financial Accounting Standards Board.

Investments Valuation and Income Recognition

Investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's management determines the Plan's valuation policies utilizing information provided by the providers. See Note 6 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest and dividend income are recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation or depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year and is reflected in the statements of changes in net assets available for benefits.

Contributions

Contributions from Plan participants and matching contributions from the Company are recorded in the year in which the employee contributions are withheld from compensation.

Payment of Benefits

Benefit distributions are recorded when paid.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Use of Estimates

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Administrative Fees

Several of the investment fund options are subject to investment fees based on a percentage of invested assets, as disclosed in the fund's prospectus. All such fees are charged directly against the fund's investment performance and thus are not separately disclosed in the accompanying financial statements. Participant loan accounts are assessed as a separate fee for the administration of loans. Recordkeeping and administrative expenses were paid from the Plan's assets.

Income Taxes

The Plan's policy is to evaluate the likelihood that its uncertain tax positions will prevail upon examination based on the extent to which those positions have substantial support within the Internal Revenue Code and Regulations, Revenue Rulings, court decisions, and other evidence.

NOTE 3 PLAN TRANSFERS

During the year ending December 31, 2022, there were transfers out of the Plan in result of an employer exiting the Plan. An aggregate of \$2,814,480 was rolled out of the Plan during the year ended December 31, 2022 and is presented as transfers on the statement of changes in net assets available for benefits.

NOTE 4 FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT

The Plan entered into a benefit-responsive investment contract with Empower Annuity Insurance Company of America. Under the group annuity insurance contract that supports this product, participants may direct permitted withdrawals or transfers of all or a portion of their balance at contract value within reasonable timeframes. Contract value 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. Empower maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The contract is included in the financial statements at contract value, which is the same as fair value, as reported to the Plan by Empower.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Empower is contractually obligated to pay principal and a specified interest rate that is guaranteed to the Plan. Interest is credited on contract balances using the “bucketed” approach. Under this approach, interest is calculated based on the calendar quarter in which the contributions were made. The crediting interest rate is determined at the beginning of the quarter and is guaranteed for contributions received during the quarter through December 31 of the following calendar year. Upon expiration of this interest rate, a new quarterly rate is issued periodically. When establishing interest crediting rates, Empower considers many factors but does not use a specific formula. The annual effective interest rate was 3% for both years ending December 31, 2023 and 2022.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan’s prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that causes a significant withdrawal from the Plan, (4) the failure of the Trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA or (5) premature termination of the contract. The Plan Administrator does not believe that any events which would limit the Plan’s ability to transact at contract value with participants are probable of occurring.

In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Such events include (1) an uncured violation of the Plan’s investment guidelines, (2) a breach of material obligation under the contract, (3) a material misrepresentation, and (4) a material amendment to the agreement without the consent of the issuer.

NOTE 5 INFORMATION PREPARED AND CERTIFIED BY THE PROVIDER

The following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified to as complete and accurate by the provider, Empower Annuity Insurance Company:

	2023	2022
Investments at fair value:		
Pooled separate accounts	\$ 85,326,458	\$ 74,506,009
Guaranteed income account	28,174,429	30,341,447
Investment income (loss)	13,352,249	(13,560,334)

Certain assets included on the statements of net assets available for benefits and the investment activity from those assets included in the statements of changes in net assets available for benefits were not certified by the providers.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

NOTE 6 FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board (FASB) *Accounting Standards Codification* (ASC) 820, *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC Topic 820 are described below:

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Pooled Separate Accounts – Valued at net asset value (NAV) of shares held by the Plan at year end. The NAV, as provided by the insurance company, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the account less its liabilities. This practical expedient is not used when it is determined to be probable that the account will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the pooled separate accounts, the investment advisor reserves the right to temporarily delay withdrawal from the account in order to ensure that securities liquidations will be carried out in an orderly business manner.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Mutual Funds – Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common Stock – Valued based on the quoted market prices for publicly traded stock in an active market.

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

The following table presents by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023:

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 478,192	\$ -	\$ -	\$ 478,192
Common stock	637,572	-	-	637,572
Total investments in the fair value hierarchy	<u>\$ 1,115,764</u>	<u>\$ -</u>	<u>\$ -</u>	1,115,764
Investments measured at net asset value (a)				<u>85,326,458</u>
Total assets at fair value				<u>\$ 86,442,222</u>

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

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 583,827	\$ -	\$ -	\$ 583,827
Common stock	618,264	-	-	618,264
Total investments in the fair value hierarchy	<u>\$ 1,202,091</u>	<u>\$ -</u>	<u>\$ -</u>	1,202,091
Investments measured at net asset value (a)				<u>74,506,009</u>
Total assets at fair value				<u>\$ 75,708,100</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

Investment Type	December 31,		Unfunded Commitments	Redemption Frequency	Redemption Notice Period
	2023 Fair Market Value	2022 Fair Market Value			
Pooled Separate Accounts	\$ 85,326,458	\$ 7,450,609	\$ -	Daily	N/A

NOTE 7 RISKS AND UNCERTAINTIES

Participants direct the investment of their accounts into various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect account balances and the amounts reported in the statement of net assets available for benefits.

NOTE 8 EXEMPT TRANSACTIONS WITH PARTIES-IN-INTEREST

Transactions with parties in interest who are trustees or consultants as defined by the Plan for the years ended December 31, 2023 and 2022 are noted below.

Payor	Transactions	2023	2022
Don R Grande P.C.	Legal Fees	\$ 1,825	\$ 925
Marsh & McLennan Agency	Legal Fees/Administration	3,627	4,070
Brady, Martz & Associates, P.C.	Audit Fees	22,759	18,825
Prudential Insurance Company of America	Investment Management & Transaction Fees	25,196	16,352
Prudential Retirement Insurance and Annuity Company	Investment Management & Transaction Fees	-	26,864
Holiday Inn of Fargo	Other	1,265	-

At December 31, 2023 and 2022, the Plan held units in various pooled separate accounts and a guaranteed income account of Empower Annuity Insurance Company, the Plan provider. These transactions qualify as allowable party-in-interest transactions under the provisions of ERISA.

The Plan shares a common board of trustees with the Associated General Contractors of North Dakota Employee Benefit Trust (AGC).

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500

The following is a reconciliation of net assets available for benefits and deductions per the financial statements at December 31, 2023 and 2022 to Schedule H of the Form 5500:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$ 115,154,524	\$ 106,616,680
Deemed distribution activity, net	<u>(54,861)</u>	<u>(87,360)</u>
Net assets available for benefits per Schedule H to the form 5500	<u>\$ 115,099,663</u>	<u>\$ 106,529,320</u>

The following is a reconciliation of net increase (decrease) in net assets available for benefits per the financial statements for the years ended December 31, 2023 and 2022 to the form 5500:

	<u>2023</u>	<u>2022</u>
Net increase (decrease) in net assets available for benefits per the financial statements	\$ 8,537,844	\$ (14,099,251)
Deemed distribution activity, net	<u>32,499</u>	<u>(59,303)</u>
Net income per the form 5500	<u>\$ 8,570,343</u>	<u>\$ (14,158,554)</u>

NOTE 10 INCOME TAX STATUS

The Internal Revenue Service has determined and informed the Plan in a letter dated September 16, 2022 that the pre-approved plan document adopted by Construction Employees Group Profit Sharing Plan is acceptable under the applicable section of the Internal Revenue Code and is, therefore, not subject to tax under present income tax law. The plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken a significant uncertain tax position that more likely than not would not be sustained upon examination by taxing authorities. The Plan is subject to routine audits by taxing jurisdictions, however, there are currently no audits for any tax periods in progress.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

NOTE 11 NONEXEMPT PARTIES-IN-INTEREST TRANSACTIONS

During the years ended December 31, 2023 and 2022, various participating employers remitted participant contributions of \$13,431 and \$5,760, respectively, to the trustee later than required by the Department of Labor (DOL) Regulation 2510.3-102. The Plan corrected delinquent participant contributions totaling \$5,760 and \$5,601 during the years ended December 31, 2023 and 2022, respectively. The Plan filed Form 5330 with the IRS on behalf of the participating employers and paid the required excise tax on the transactions. In addition, participant accounts were credited with the amount of investment income that would have been earned had the participant contribution been remitted on a timely basis.

NOTE 12 AMENDMENT AND TERMINATION OF PLAN

Although it has not expressed any intent to do so, the board of trustees reserves the right at any time to amend or terminate the Plan subject to the provisions of the Plan and ERISA. If a participating employer terminates contributions or the Plan is terminated, all participants, as affected, become fully vested.

NOTE 13 SUBSEQUENT EVENTS

No significant events have occurred subsequent to the Plan's year end. Subsequent events have been evaluated through October 2, 2024, which is the date the financial statements were available to be issued.

SUPPLEMENTAL INFORMATION

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN

EIN: 45-6029203 PLAN: 001

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

FORM 5500, SCHEDULE H, LINE 4I

DECEMBER 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of issue	Description of investment	Cost	Current value
*	Prudential Financial Inc. Co.	Common Stock	**	\$ 637,572
	PGIM Jennison Utility Fund A	Mutual Fund	**	478,192
*	Pooled Separate Accounts:			
	JPMorgan Large Cap Stock Growth Fur	Mutual Fund	**	15,189,706
	Wellington Large Cap Value Fund	Mutual Fund	**	6,349,924
	LSV Large Cap Value	Mutual Fund	**	7,973,035
	PGIM Core Plus Bond	Mutual Fund	**	5,375,962
	Kennedy Small Cap Value	Mutual Fund	**	4,722,041
	Emerald Small Cap Growth	Mutual Fund	**	3,617,786
	Integrity Mid Cap Value	Mutual Fund	**	4,749,009
	Dryden S&P 500 Index Fund	Mutual Fund	**	4,250,382
	Wellington Balanced Fund-I	Mutual Fund	**	986,712
	AQR International Blend Fund	Mutual Fund	**	10,801,391
	Ivy Mid Cap Growth I	Mutual Fund	**	4,748,082
	Prudential Day One IncomeFlex Target® Balanced Fund	Mutual Fund	**	1,977,696
	Goldman Sachs Asset Management High Grade Bond Fund	Mutual Fund	**	4,277,450
	PGIM Small Cap Index Fund	Mutual Fund	**	208,716
	PGIM Mid Cap Index Fund	Mutual Fund	**	268,362
	International Blend Pictet Asset Management Fund	Mutual Fund	**	9,830,204
*	Empower Annuity Insurance Company	Guaranteed Income Account, 3.00%	**	28,174,429
*	Notes receivable from participants	Promissory notes, various maturities, 4.25 - 9.50%	-	492,906
				<u>\$ 115,109,557</u>
*	- A party-in-interest as defined by ERISA.			
**	- Participant-directed investment			

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN

EIN: 45-6029203 PLAN: 001

SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

FORM 5500, SCHEDULE H, LINE 4A

FOR THE YEAR ENDED DECEMBER 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute				Total Fully Corrected Under VFCP and PTE 2002-51
Check Here if Late Participant Loan Repayments are Included: X	Contributions not Corrected	Contributions Corrected Outside VFCP		Contributions Pending Correction in VFCP	
\$19,191	\$13,431	\$5,760	*	\$0	\$0

* Amount represents delinquent participant contributions for the year ending December 31, 2022 that have been fully correct as of December 31, 2023.

**CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
FARGO, NORTH DAKOTA**

AUDITED FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

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INDEPENDENT AUDITOR'S REPORT

The Board of Trustees of the
Construction Employees Group Profit Sharing Plan
Fargo, North Dakota

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

We have performed audits of the accompanying financial statements of Construction Employees Group Profit Sharing Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2023 and 2022, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the Financial Statements 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 GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Construction Employees Group Profit Sharing Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Construction Employees Group Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters-Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2023, and Schedule of Delinquent Participant Contributions, for the year ended December 31, 2023, are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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 schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, 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 schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



BRADY, MARTZ & ASSOCIATES, P.C.
FARGO, NORTH DAKOTA

October 2, 2024

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2023 AND 2022

	<u>2023</u>	<u>2022</u>
ASSETS:		
Non-interest bearing cash	\$ 1,164	\$ -
Investments:		
Investments at fair value	86,442,222	75,708,100
Investments at contract value	<u>28,174,429</u>	<u>30,341,447</u>
Total investments	<u>114,616,651</u>	<u>106,049,547</u>
Receivables:		
Employee contributions	29,672	42,827
Employer contributions	14,131	29,503
Notes receivable from participants	<u>492,906</u>	<u>494,803</u>
Total receivables	<u>536,709</u>	<u>567,133</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 115,154,524</u></u>	<u><u>\$ 106,616,680</u></u>

See notes to the financial statements

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

ADDITIONS (SUBTRACTIONS) TO NET ASSETS ATTRIBUTED TO:	<u>2023</u>	<u>2022</u>
Investment income (loss):		
Interest and dividends	\$ 907,545	\$ 914,490
Net appreciation (depreciation) in fair value of investments	<u>12,483,175</u>	<u>(14,502,916)</u>
Total investment income (loss)	<u>13,390,720</u>	<u>(13,588,426)</u>
Interest income on notes receivable from participants	<u>26,977</u>	<u>24,597</u>
Contributions:		
Employer	6,782,041	6,765,298
Participant	2,485,132	2,439,967
Rollovers	<u>992,140</u>	<u>2,637,043</u>
Total contributions	<u>10,259,313</u>	<u>11,842,308</u>
Total additions (subtractions)	<u>23,677,010</u>	<u>(1,721,521)</u>
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:		
Benefit payments	15,084,494	12,310,694
Administrative fees	<u>54,672</u>	<u>67,036</u>
Total deductions	<u>15,139,166</u>	<u>12,377,730</u>
NET INCREASE (DECREASE)	8,537,844	(14,099,251)
Transfers, net	-	(2,814,480)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	<u>106,616,680</u>	<u>123,530,411</u>
End of year	<u><u>\$ 115,154,524</u></u>	<u><u>\$ 106,616,680</u></u>

See notes to the financial statements

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 1 DESCRIPTION OF PLAN

The following description of the Construction Employees Group Profit Sharing Plan (Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a multiple employer defined contribution plan effective January 1, 2004. The plan covers all those employees of participating employer members of the Associated General Contractors of North Dakota and Minnesota who are engaged in work classifications enumerated in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan is administered by a board of trustees appointed by the participating employers. Third party administrators serve as the providers of the Plan, maintain records of the participant data, and hold the Plan assets.

Contributions

Participating employees may contribute an amount each pay period as provided for in their participation agreement up to the dollar and percentage limits set by law. Employers contribute at the rate provided for in their participation agreement. The contribution varies per job category and location of the project. Eligible plan participants may contribute up to the maximum amount allowed under federal regulations for the Plan year. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

Participants may make rollover contributions for amounts representing distributions from other qualified defined benefit plans, defined contribution plans, or individual retirement accounts.

Payment of Benefits

Upon termination of employment, death, disability or retirement, the participant will receive a distribution equal to the value of the participant's vested interest. Terminated participants with account balances of \$5,000 or less are required to take a lump sum distribution upon termination. If the amount of the distribution exceeds \$1,000 and the participant does not elect to either receive or roll the distribution, the distribution will be directly rolled over to an IRA in the participant's name. Terminated participants with account balances in excess of \$5,000 are eligible for a lump sum distribution, installment distributions, ad-hoc distributions, or direct rollover to an IRA or other qualified plan. Hardship distributions and in-service retirement distributions are also permitted for participants who have not separated from service. Participants must have attained age 59 1/2 to qualify for in-service retirement distributions. Generally, certain minimum distributions are required for participants who have separated from service and have reached required minimum distribution age.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Forfeitures and Vesting

Participants are always 100 percent vested in their elective deferrals, prevailing wages contributions, and earnings. Vesting of employer contributions are determined at the individual employer level. Employees are fully vested within a range from immediately to 6 years depending on the employer and investment type. At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$2,530 and \$2,627 respectively. This account is used to restore prior participants' forfeitures, reduce employer contributions, or pay expenses. During the years ended December 31, 2023 and 2022, \$39,552 and \$11,660 of forfeitures, respectively, were used to reduce employer contributions, restore prior participant forfeitures, and pay plan expenses.

Participant Accounts

Each participant's account is credited with the participant's contributions and participating employers' contributions. Plan earnings are allocated based on participant account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. The Plan allows for participant-directed investment programs for which separate funds are maintained. The value of each participant's account is determined daily.

Participants' Investment Options

Participants must direct their salary deferral contributions and employer contributions to selected investments as offered by the Plan. Participants may change their investment options throughout the year by contacting the third-party administrator.

Eligibility

For services performed under a public contract subject to the Davis-Bacon Act or to any other federal, state or municipal prevailing wage law, there is no age or service requirement. Employees who elect to participate in the cash or deferred profit-sharing plan become eligible according to the employer's age and service requirements set forth in each employer's supplemental participant agreement.

Notes Receivable from Participants

Notes Receivables are permitted under the Plan's provisions. If the participant's vested account balance is \$20,000 or less, the maximum loan shall not exceed the lesser of \$10,000 or 100% of the participant's vested account balance. If the participant's vested account balance is over \$20,000, the loan must not be greater than 50% of the participant's vested account balance up to a maximum of \$50,000. Loans must be for a minimum of \$1,000. All loans are repaid in equal amounts over the repayment term, which is five years or less, except for the purchase of a principal residence for which repayment term shall be in accordance with repayment terms for such loans as quoted by commercial banks in the area. Principal and interest are paid ratably through payroll deductions and credited to the participant's account. The interest rate is determined by the rate charged at area commercial banks for a similar loan.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Assets Held in Trust

Since January 1, 2004, all assets of the Plan are held by Empower Annuity Insurance Company of America, an operating division of Empower Retirement, LLC. The operations of Empower Annuity Insurance Company of America are conducted principally through Empower Annuity Insurance Company ("EAIC"), a wholly owned subsidiary of Empower Retirement. EAIC is responsible for, among other things, the custody and investing of the Plan's assets and the payment of benefits to eligible participants. Empower Annuity Insurance Company of America, FSB, a wholly owned subsidiary of Empower Retirement, serves as the trustee for which EAIC is the record keeper.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the plan are prepared using the accrual method of accounting.

Basis of Presentation

The accompanying financial statements are presented in accordance with accounting principles generally accepted in the United States of America, ("U.S. GAAP"), as codified by the Financial Accounting Standards Board.

Investments Valuation and Income Recognition

Investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's management determines the Plan's valuation policies utilizing information provided by the providers. See Note 6 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest and dividend income are recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation or depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year and is reflected in the statements of changes in net assets available for benefits.

Contributions

Contributions from Plan participants and matching contributions from the Company are recorded in the year in which the employee contributions are withheld from compensation.

Payment of Benefits

Benefit distributions are recorded when paid.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Use of Estimates

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Administrative Fees

Several of the investment fund options are subject to investment fees based on a percentage of invested assets, as disclosed in the fund's prospectus. All such fees are charged directly against the fund's investment performance and thus are not separately disclosed in the accompanying financial statements. Participant loan accounts are assessed as a separate fee for the administration of loans. Recordkeeping and administrative expenses were paid from the Plan's assets.

Income Taxes

The Plan's policy is to evaluate the likelihood that its uncertain tax positions will prevail upon examination based on the extent to which those positions have substantial support within the Internal Revenue Code and Regulations, Revenue Rulings, court decisions, and other evidence.

NOTE 3 PLAN TRANSFERS

During the year ending December 31, 2022, there were transfers out of the Plan in result of an employer exiting the Plan. An aggregate of \$2,814,480 was rolled out of the Plan during the year ended December 31, 2022 and is presented as transfers on the statement of changes in net assets available for benefits.

NOTE 4 FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT

The Plan entered into a benefit-responsive investment contract with Empower Annuity Insurance Company of America. Under the group annuity insurance contract that supports this product, participants may direct permitted withdrawals or transfers of all or a portion of their balance at contract value within reasonable timeframes. Contract value 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. Empower maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The contract is included in the financial statements at contract value, which is the same as fair value, as reported to the Plan by Empower.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Empower is contractually obligated to pay principal and a specified interest rate that is guaranteed to the Plan. Interest is credited on contract balances using the “bucketed” approach. Under this approach, interest is calculated based on the calendar quarter in which the contributions were made. The crediting interest rate is determined at the beginning of the quarter and is guaranteed for contributions received during the quarter through December 31 of the following calendar year. Upon expiration of this interest rate, a new quarterly rate is issued periodically. When establishing interest crediting rates, Empower considers many factors but does not use a specific formula. The annual effective interest rate was 3% for both years ending December 31, 2023 and 2022.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan’s prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that causes a significant withdrawal from the Plan, (4) the failure of the Trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA or (5) premature termination of the contract. The Plan Administrator does not believe that any events which would limit the Plan’s ability to transact at contract value with participants are probable of occurring.

In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Such events include (1) an uncured violation of the Plan’s investment guidelines, (2) a breach of material obligation under the contract, (3) a material misrepresentation, and (4) a material amendment to the agreement without the consent of the issuer.

NOTE 5 INFORMATION PREPARED AND CERTIFIED BY THE PROVIDER

The following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified to as complete and accurate by the provider, Empower Annuity Insurance Company:

	2023	2022
Investments at fair value:		
Pooled separate accounts	\$ 85,326,458	\$ 74,506,009
Guaranteed income account	28,174,429	30,341,447
Investment income (loss)	13,352,249	(13,560,334)

Certain assets included on the statements of net assets available for benefits and the investment activity from those assets included in the statements of changes in net assets available for benefits were not certified by the providers.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

NOTE 6 FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board (FASB) *Accounting Standards Codification* (ASC) 820, *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC Topic 820 are described below:

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Pooled Separate Accounts – Valued at net asset value (NAV) of shares held by the Plan at year end. The NAV, as provided by the insurance company, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the account less its liabilities. This practical expedient is not used when it is determined to be probable that the account will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the pooled separate accounts, the investment advisor reserves the right to temporarily delay withdrawal from the account in order to ensure that securities liquidations will be carried out in an orderly business manner.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Mutual Funds – Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common Stock – Valued based on the quoted market prices for publicly traded stock in an active market.

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

The following table presents by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023:

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 478,192	\$ -	\$ -	\$ 478,192
Common stock	637,572	-	-	637,572
Total investments in the fair value hierarchy	<u>\$ 1,115,764</u>	<u>\$ -</u>	<u>\$ -</u>	1,115,764
Investments measured at net asset value (a)				<u>85,326,458</u>
Total assets at fair value				<u>\$ 86,442,222</u>

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

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 583,827	\$ -	\$ -	\$ 583,827
Common stock	618,264	-	-	618,264
Total investments in the fair value hierarchy	<u>\$ 1,202,091</u>	<u>\$ -</u>	<u>\$ -</u>	1,202,091
Investments measured at net asset value (a)				<u>74,506,009</u>
Total assets at fair value				<u>\$ 75,708,100</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

Investment Type	December 31,		Unfunded Commitments	Redemption Frequency	Redemption Notice Period
	2023 Fair Market Value	2022 Fair Market Value			
Pooled Separate Accounts	\$ 85,326,458	\$ 7,450,609	\$ -	Daily	N/A

NOTE 7 RISKS AND UNCERTAINTIES

Participants direct the investment of their accounts into various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect account balances and the amounts reported in the statement of net assets available for benefits.

NOTE 8 EXEMPT TRANSACTIONS WITH PARTIES-IN-INTEREST

Transactions with parties in interest who are trustees or consultants as defined by the Plan for the years ended December 31, 2023 and 2022 are noted below.

Payor	Transactions	2023	2022
Don R Grande P.C.	Legal Fees	\$ 1,825	\$ 925
Marsh & McLennan Agency	Legal Fees/Administration	3,627	4,070
Brady, Martz & Associates, P.C.	Audit Fees	22,759	18,825
Prudential Insurance Company of America	Investment Management & Transaction Fees	25,196	16,352
Prudential Retirement Insurance and Annuity Company	Investment Management & Transaction Fees	-	26,864
Holiday Inn of Fargo	Other	1,265	-

At December 31, 2023 and 2022, the Plan held units in various pooled separate accounts and a guaranteed income account of Empower Annuity Insurance Company, the Plan provider. These transactions qualify as allowable party-in-interest transactions under the provisions of ERISA.

The Plan shares a common board of trustees with the Associated General Contractors of North Dakota Employee Benefit Trust (AGC).

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500

The following is a reconciliation of net assets available for benefits and deductions per the financial statements at December 31, 2023 and 2022 to Schedule H of the Form 5500:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$ 115,154,524	\$ 106,616,680
Deemed distribution activity, net	<u>(54,861)</u>	<u>(87,360)</u>
Net assets available for benefits per Schedule H to the form 5500	<u>\$ 115,099,663</u>	<u>\$ 106,529,320</u>

The following is a reconciliation of net increase (decrease) in net assets available for benefits per the financial statements for the years ended December 31, 2023 and 2022 to the form 5500:

	<u>2023</u>	<u>2022</u>
Net increase (decrease) in net assets available for benefits per the financial statements	\$ 8,537,844	\$ (14,099,251)
Deemed distribution activity, net	<u>32,499</u>	<u>(59,303)</u>
Net income per the form 5500	<u>\$ 8,570,343</u>	<u>\$ (14,158,554)</u>

NOTE 10 INCOME TAX STATUS

The Internal Revenue Service has determined and informed the Plan in a letter dated September 16, 2022 that the pre-approved plan document adopted by Construction Employees Group Profit Sharing Plan is acceptable under the applicable section of the Internal Revenue Code and is, therefore, not subject to tax under present income tax law. The plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken a significant uncertain tax position that more likely than not would not be sustained upon examination by taxing authorities. The Plan is subject to routine audits by taxing jurisdictions, however, there are currently no audits for any tax periods in progress.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

NOTE 11 NONEXEMPT PARTIES-IN-INTEREST TRANSACTIONS

During the years ended December 31, 2023 and 2022, various participating employers remitted participant contributions of \$13,431 and \$5,760, respectively, to the trustee later than required by the Department of Labor (DOL) Regulation 2510.3-102. The Plan corrected delinquent participant contributions totaling \$5,760 and \$5,601 during the years ended December 31, 2023 and 2022, respectively. The Plan filed Form 5330 with the IRS on behalf of the participating employers and paid the required excise tax on the transactions. In addition, participant accounts were credited with the amount of investment income that would have been earned had the participant contribution been remitted on a timely basis.

NOTE 12 AMENDMENT AND TERMINATION OF PLAN

Although it has not expressed any intent to do so, the board of trustees reserves the right at any time to amend or terminate the Plan subject to the provisions of the Plan and ERISA. If a participating employer terminates contributions or the Plan is terminated, all participants, as affected, become fully vested.

NOTE 13 SUBSEQUENT EVENTS

No significant events have occurred subsequent to the Plan's year end. Subsequent events have been evaluated through October 2, 2024, which is the date the financial statements were available to be issued.

SUPPLEMENTAL INFORMATION

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN

EIN: 45-6029203 PLAN: 001

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

FORM 5500, SCHEDULE H, LINE 4I

DECEMBER 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of issue	Description of investment	Cost	Current value
*	Prudential Financial Inc. Co.	Common Stock	**	\$ 637,572
	PGIM Jennison Utility Fund A	Mutual Fund	**	478,192
*	Pooled Separate Accounts:			
	JPMorgan Large Cap Stock Growth Fur	Mutual Fund	**	15,189,706
	Wellington Large Cap Value Fund	Mutual Fund	**	6,349,924
	LSV Large Cap Value	Mutual Fund	**	7,973,035
	PGIM Core Plus Bond	Mutual Fund	**	5,375,962
	Kennedy Small Cap Value	Mutual Fund	**	4,722,041
	Emerald Small Cap Growth	Mutual Fund	**	3,617,786
	Integrity Mid Cap Value	Mutual Fund	**	4,749,009
	Dryden S&P 500 Index Fund	Mutual Fund	**	4,250,382
	Wellington Balanced Fund-I	Mutual Fund	**	986,712
	AQR International Blend Fund	Mutual Fund	**	10,801,391
	Ivy Mid Cap Growth I	Mutual Fund	**	4,748,082
	Prudential Day One IncomeFlex Target®			
	Balanced Fund	Mutual Fund	**	1,977,696
	Goldman Sachs Asset Management High			
	Grade Bond Fund	Mutual Fund	**	4,277,450
	PGIM Small Cap Index Fund	Mutual Fund	**	208,716
	PGIM Mid Cap Index Fund	Mutual Fund	**	268,362
	International Blend Pictet Asset			
	Management Fund	Mutual Fund	**	9,830,204
*	Empower Annuity Insurance Company	Guaranteed Income Account, 3.00%	**	28,174,429
*	Notes receivable from participants	Promissory notes, various maturities, 4.25 - 9.50%	-	492,906
				<u>\$ 115,109,557</u>
*	- A party-in-interest as defined by ERISA.			
**	- Participant-directed investment			

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN

EIN: 45-6029203 PLAN: 001

SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

FORM 5500, SCHEDULE H, LINE 4A

FOR THE YEAR ENDED DECEMBER 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute				Total Fully Corrected Under VFCP and PTE 2002-51
Check Here if Late Participant Loan Repayments are Included: X	Contributions not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP		
\$19,191	\$13,431	\$5,760	*	\$0	\$0

* Amount represents delinquent participant contributions for the year ending December 31, 2022 that have been fully correct as of December 31, 2023.

**CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
FARGO, NORTH DAKOTA**

AUDITED FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

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INDEPENDENT AUDITOR'S REPORT

The Board of Trustees of the
Construction Employees Group Profit Sharing Plan
Fargo, North Dakota

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

We have performed audits of the accompanying financial statements of Construction Employees Group Profit Sharing Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2023 and 2022, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the Financial Statements 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 GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Construction Employees Group Profit Sharing Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Construction Employees Group Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters-Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2023, and Schedule of Delinquent Participant Contributions, for the year ended December 31, 2023, are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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 schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, 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 schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



BRADY, MARTZ & ASSOCIATES, P.C.
FARGO, NORTH DAKOTA

October 2, 2024

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2023 AND 2022

	<u>2023</u>	<u>2022</u>
ASSETS:		
Non-interest bearing cash	\$ 1,164	\$ -
Investments:		
Investments at fair value	86,442,222	75,708,100
Investments at contract value	<u>28,174,429</u>	<u>30,341,447</u>
Total investments	<u>114,616,651</u>	<u>106,049,547</u>
Receivables:		
Employee contributions	29,672	42,827
Employer contributions	14,131	29,503
Notes receivable from participants	<u>492,906</u>	<u>494,803</u>
Total receivables	<u>536,709</u>	<u>567,133</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 115,154,524</u></u>	<u><u>\$ 106,616,680</u></u>

See notes to the financial statements

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

ADDITIONS (SUBTRACTIONS) TO NET ASSETS ATTRIBUTED TO:	<u>2023</u>	<u>2022</u>
Investment income (loss):		
Interest and dividends	\$ 907,545	\$ 914,490
Net appreciation (depreciation) in fair value of investments	<u>12,483,175</u>	<u>(14,502,916)</u>
Total investment income (loss)	<u>13,390,720</u>	<u>(13,588,426)</u>
Interest income on notes receivable from participants	<u>26,977</u>	<u>24,597</u>
Contributions:		
Employer	6,782,041	6,765,298
Participant	2,485,132	2,439,967
Rollovers	<u>992,140</u>	<u>2,637,043</u>
Total contributions	<u>10,259,313</u>	<u>11,842,308</u>
Total additions (subtractions)	<u>23,677,010</u>	<u>(1,721,521)</u>
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:		
Benefit payments	15,084,494	12,310,694
Administrative fees	<u>54,672</u>	<u>67,036</u>
Total deductions	<u>15,139,166</u>	<u>12,377,730</u>
NET INCREASE (DECREASE)	8,537,844	(14,099,251)
Transfers, net	-	(2,814,480)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	<u>106,616,680</u>	<u>123,530,411</u>
End of year	<u><u>\$ 115,154,524</u></u>	<u><u>\$ 106,616,680</u></u>

See notes to the financial statements

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 1 DESCRIPTION OF PLAN

The following description of the Construction Employees Group Profit Sharing Plan (Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a multiple employer defined contribution plan effective January 1, 2004. The plan covers all those employees of participating employer members of the Associated General Contractors of North Dakota and Minnesota who are engaged in work classifications enumerated in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan is administered by a board of trustees appointed by the participating employers. Third party administrators serve as the providers of the Plan, maintain records of the participant data, and hold the Plan assets.

Contributions

Participating employees may contribute an amount each pay period as provided for in their participation agreement up to the dollar and percentage limits set by law. Employers contribute at the rate provided for in their participation agreement. The contribution varies per job category and location of the project. Eligible plan participants may contribute up to the maximum amount allowed under federal regulations for the Plan year. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

Participants may make rollover contributions for amounts representing distributions from other qualified defined benefit plans, defined contribution plans, or individual retirement accounts.

Payment of Benefits

Upon termination of employment, death, disability or retirement, the participant will receive a distribution equal to the value of the participant's vested interest. Terminated participants with account balances of \$5,000 or less are required to take a lump sum distribution upon termination. If the amount of the distribution exceeds \$1,000 and the participant does not elect to either receive or roll the distribution, the distribution will be directly rolled over to an IRA in the participant's name. Terminated participants with account balances in excess of \$5,000 are eligible for a lump sum distribution, installment distributions, ad-hoc distributions, or direct rollover to an IRA or other qualified plan. Hardship distributions and in-service retirement distributions are also permitted for participants who have not separated from service. Participants must have attained age 59 1/2 to qualify for in-service retirement distributions. Generally, certain minimum distributions are required for participants who have separated from service and have reached required minimum distribution age.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Forfeitures and Vesting

Participants are always 100 percent vested in their elective deferrals, prevailing wages contributions, and earnings. Vesting of employer contributions are determined at the individual employer level. Employees are fully vested within a range from immediately to 6 years depending on the employer and investment type. At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$2,530 and \$2,627 respectively. This account is used to restore prior participants' forfeitures, reduce employer contributions, or pay expenses. During the years ended December 31, 2023 and 2022, \$39,552 and \$11,660 of forfeitures, respectively, were used to reduce employer contributions, restore prior participant forfeitures, and pay plan expenses.

Participant Accounts

Each participant's account is credited with the participant's contributions and participating employers' contributions. Plan earnings are allocated based on participant account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. The Plan allows for participant-directed investment programs for which separate funds are maintained. The value of each participant's account is determined daily.

Participants' Investment Options

Participants must direct their salary deferral contributions and employer contributions to selected investments as offered by the Plan. Participants may change their investment options throughout the year by contacting the third-party administrator.

Eligibility

For services performed under a public contract subject to the Davis-Bacon Act or to any other federal, state or municipal prevailing wage law, there is no age or service requirement. Employees who elect to participate in the cash or deferred profit-sharing plan become eligible according to the employer's age and service requirements set forth in each employer's supplemental participant agreement.

Notes Receivable from Participants

Notes Receivables are permitted under the Plan's provisions. If the participant's vested account balance is \$20,000 or less, the maximum loan shall not exceed the lesser of \$10,000 or 100% of the participant's vested account balance. If the participant's vested account balance is over \$20,000, the loan must not be greater than 50% of the participant's vested account balance up to a maximum of \$50,000. Loans must be for a minimum of \$1,000. All loans are repaid in equal amounts over the repayment term, which is five years or less, except for the purchase of a principal residence for which repayment term shall be in accordance with repayment terms for such loans as quoted by commercial banks in the area. Principal and interest are paid ratably through payroll deductions and credited to the participant's account. The interest rate is determined by the rate charged at area commercial banks for a similar loan.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Assets Held in Trust

Since January 1, 2004, all assets of the Plan are held by Empower Annuity Insurance Company of America, an operating division of Empower Retirement, LLC. The operations of Empower Annuity Insurance Company of America are conducted principally through Empower Annuity Insurance Company ("EAIC"), a wholly owned subsidiary of Empower Retirement. EAIC is responsible for, among other things, the custody and investing of the Plan's assets and the payment of benefits to eligible participants. Empower Annuity Insurance Company of America, FSB, a wholly owned subsidiary of Empower Retirement, serves as the trustee for which EAIC is the record keeper.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the plan are prepared using the accrual method of accounting.

Basis of Presentation

The accompanying financial statements are presented in accordance with accounting principles generally accepted in the United States of America, ("U.S. GAAP"), as codified by the Financial Accounting Standards Board.

Investments Valuation and Income Recognition

Investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's management determines the Plan's valuation policies utilizing information provided by the providers. See Note 6 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest and dividend income are recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation or depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year and is reflected in the statements of changes in net assets available for benefits.

Contributions

Contributions from Plan participants and matching contributions from the Company are recorded in the year in which the employee contributions are withheld from compensation.

Payment of Benefits

Benefit distributions are recorded when paid.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Use of Estimates

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Administrative Fees

Several of the investment fund options are subject to investment fees based on a percentage of invested assets, as disclosed in the fund's prospectus. All such fees are charged directly against the fund's investment performance and thus are not separately disclosed in the accompanying financial statements. Participant loan accounts are assessed as a separate fee for the administration of loans. Recordkeeping and administrative expenses were paid from the Plan's assets.

Income Taxes

The Plan's policy is to evaluate the likelihood that its uncertain tax positions will prevail upon examination based on the extent to which those positions have substantial support within the Internal Revenue Code and Regulations, Revenue Rulings, court decisions, and other evidence.

NOTE 3 PLAN TRANSFERS

During the year ending December 31, 2022, there were transfers out of the Plan in result of an employer exiting the Plan. An aggregate of \$2,814,480 was rolled out of the Plan during the year ended December 31, 2022 and is presented as transfers on the statement of changes in net assets available for benefits.

NOTE 4 FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT

The Plan entered into a benefit-responsive investment contract with Empower Annuity Insurance Company of America. Under the group annuity insurance contract that supports this product, participants may direct permitted withdrawals or transfers of all or a portion of their balance at contract value within reasonable timeframes. Contract value 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. Empower maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The contract is included in the financial statements at contract value, which is the same as fair value, as reported to the Plan by Empower.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Empower is contractually obligated to pay principal and a specified interest rate that is guaranteed to the Plan. Interest is credited on contract balances using the “bucketed” approach. Under this approach, interest is calculated based on the calendar quarter in which the contributions were made. The crediting interest rate is determined at the beginning of the quarter and is guaranteed for contributions received during the quarter through December 31 of the following calendar year. Upon expiration of this interest rate, a new quarterly rate is issued periodically. When establishing interest crediting rates, Empower considers many factors but does not use a specific formula. The annual effective interest rate was 3% for both years ending December 31, 2023 and 2022.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan’s prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that causes a significant withdrawal from the Plan, (4) the failure of the Trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA or (5) premature termination of the contract. The Plan Administrator does not believe that any events which would limit the Plan’s ability to transact at contract value with participants are probable of occurring.

In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Such events include (1) an uncured violation of the Plan’s investment guidelines, (2) a breach of material obligation under the contract, (3) a material misrepresentation, and (4) a material amendment to the agreement without the consent of the issuer.

NOTE 5 INFORMATION PREPARED AND CERTIFIED BY THE PROVIDER

The following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified to as complete and accurate by the provider, Empower Annuity Insurance Company:

	2023	2022
Investments at fair value:		
Pooled separate accounts	\$ 85,326,458	\$ 74,506,009
Guaranteed income account	28,174,429	30,341,447
Investment income (loss)	13,352,249	(13,560,334)

Certain assets included on the statements of net assets available for benefits and the investment activity from those assets included in the statements of changes in net assets available for benefits were not certified by the providers.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

NOTE 6 FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board (FASB) *Accounting Standards Codification* (ASC) 820, *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC Topic 820 are described below:

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Pooled Separate Accounts – Valued at net asset value (NAV) of shares held by the Plan at year end. The NAV, as provided by the insurance company, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the account less its liabilities. This practical expedient is not used when it is determined to be probable that the account will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the pooled separate accounts, the investment advisor reserves the right to temporarily delay withdrawal from the account in order to ensure that securities liquidations will be carried out in an orderly business manner.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Mutual Funds – Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common Stock – Valued based on the quoted market prices for publicly traded stock in an active market.

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

The following table presents by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023:

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 478,192	\$ -	\$ -	\$ 478,192
Common stock	637,572	-	-	637,572
Total investments in the fair value hierarchy	<u>\$ 1,115,764</u>	<u>\$ -</u>	<u>\$ -</u>	1,115,764
Investments measured at net asset value (a)				<u>85,326,458</u>
Total assets at fair value				<u>\$ 86,442,222</u>

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

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 583,827	\$ -	\$ -	\$ 583,827
Common stock	618,264	-	-	618,264
Total investments in the fair value hierarchy	<u>\$ 1,202,091</u>	<u>\$ -</u>	<u>\$ -</u>	1,202,091
Investments measured at net asset value (a)				<u>74,506,009</u>
Total assets at fair value				<u>\$ 75,708,100</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

Investment Type	December 31,		Unfunded Commitments	Redemption Frequency	Redemption Notice Period
	2023 Fair Market Value	2022 Fair Market Value			
Pooled Separate Accounts	\$ 85,326,458	\$ 7,450,609	\$ -	Daily	N/A

NOTE 7 RISKS AND UNCERTAINTIES

Participants direct the investment of their accounts into various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect account balances and the amounts reported in the statement of net assets available for benefits.

NOTE 8 EXEMPT TRANSACTIONS WITH PARTIES-IN-INTEREST

Transactions with parties in interest who are trustees or consultants as defined by the Plan for the years ended December 31, 2023 and 2022 are noted below.

Payor	Transactions	2023	2022
Don R Grande P.C.	Legal Fees	\$ 1,825	\$ 925
Marsh & McLennan Agency	Legal Fees/Administration	3,627	4,070
Brady, Martz & Associates, P.C.	Audit Fees	22,759	18,825
Prudential Insurance Company of America	Investment Management & Transaction Fees	25,196	16,352
Prudential Retirement Insurance and Annuity Company	Investment Management & Transaction Fees	-	26,864
Holiday Inn of Fargo	Other	1,265	-

At December 31, 2023 and 2022, the Plan held units in various pooled separate accounts and a guaranteed income account of Empower Annuity Insurance Company, the Plan provider. These transactions qualify as allowable party-in-interest transactions under the provisions of ERISA.

The Plan shares a common board of trustees with the Associated General Contractors of North Dakota Employee Benefit Trust (AGC).

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500

The following is a reconciliation of net assets available for benefits and deductions per the financial statements at December 31, 2023 and 2022 to Schedule H of the Form 5500:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$ 115,154,524	\$ 106,616,680
Deemed distribution activity, net	<u>(54,861)</u>	<u>(87,360)</u>
Net assets available for benefits per Schedule H to the form 5500	<u>\$ 115,099,663</u>	<u>\$ 106,529,320</u>

The following is a reconciliation of net increase (decrease) in net assets available for benefits per the financial statements for the years ended December 31, 2023 and 2022 to the form 5500:

	<u>2023</u>	<u>2022</u>
Net increase (decrease) in net assets available for benefits per the financial statements	\$ 8,537,844	\$ (14,099,251)
Deemed distribution activity, net	<u>32,499</u>	<u>(59,303)</u>
Net income per the form 5500	<u>\$ 8,570,343</u>	<u>\$ (14,158,554)</u>

NOTE 10 INCOME TAX STATUS

The Internal Revenue Service has determined and informed the Plan in a letter dated September 16, 2022 that the pre-approved plan document adopted by Construction Employees Group Profit Sharing Plan is acceptable under the applicable section of the Internal Revenue Code and is, therefore, not subject to tax under present income tax law. The plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken a significant uncertain tax position that more likely than not would not be sustained upon examination by taxing authorities. The Plan is subject to routine audits by taxing jurisdictions, however, there are currently no audits for any tax periods in progress.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

NOTE 11 NONEXEMPT PARTIES-IN-INTEREST TRANSACTIONS

During the years ended December 31, 2023 and 2022, various participating employers remitted participant contributions of \$13,431 and \$5,760, respectively, to the trustee later than required by the Department of Labor (DOL) Regulation 2510.3-102. The Plan corrected delinquent participant contributions totaling \$5,760 and \$5,601 during the years ended December 31, 2023 and 2022, respectively. The Plan filed Form 5330 with the IRS on behalf of the participating employers and paid the required excise tax on the transactions. In addition, participant accounts were credited with the amount of investment income that would have been earned had the participant contribution been remitted on a timely basis.

NOTE 12 AMENDMENT AND TERMINATION OF PLAN

Although it has not expressed any intent to do so, the board of trustees reserves the right at any time to amend or terminate the Plan subject to the provisions of the Plan and ERISA. If a participating employer terminates contributions or the Plan is terminated, all participants, as affected, become fully vested.

NOTE 13 SUBSEQUENT EVENTS

No significant events have occurred subsequent to the Plan's year end. Subsequent events have been evaluated through October 2, 2024, which is the date the financial statements were available to be issued.

SUPPLEMENTAL INFORMATION

DECEMBER 31, 2023

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CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN

EIN: 45-6029203 PLAN: 001

SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS**FORM 5500, SCHEDULE H, LINE 4A
FOR THE YEAR ENDED DECEMBER 31, 2023**

Participant Contributions Transferred Late to Plan	Total that Constitute				Total Fully Corrected Under VFCP and PTE 2002-51
Check Here if Late Participant Loan Repayments are Included: X	Contributions not Corrected	Contributions Corrected Outside VFCP		Contributions Pending Correction in VFCP	
\$19,191	\$13,431	\$5,760	*	\$0	\$0

* Amount represents delinquent participant contributions for the year ending December 31, 2022 that have been fully correct as of December 31, 2023.

**CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
FARGO, NORTH DAKOTA**

AUDITED FINANCIAL STATEMENTS

FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

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INDEPENDENT AUDITOR'S REPORT

The Board of Trustees of the
Construction Employees Group Profit Sharing Plan
Fargo, North Dakota

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

We have performed audits of the accompanying financial statements of Construction Employees Group Profit Sharing Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2023 and 2022, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the Financial Statements 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 GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Construction Employees Group Profit Sharing Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Construction Employees Group Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters-Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2023, and Schedule of Delinquent Participant Contributions, for the year ended December 31, 2023, are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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 schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, 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 schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



BRADY, MARTZ & ASSOCIATES, P.C.
FARGO, NORTH DAKOTA

October 2, 2024

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2023 AND 2022

	<u>2023</u>	<u>2022</u>
ASSETS:		
Non-interest bearing cash	\$ 1,164	\$ -
Investments:		
Investments at fair value	86,442,222	75,708,100
Investments at contract value	<u>28,174,429</u>	<u>30,341,447</u>
Total investments	<u>114,616,651</u>	<u>106,049,547</u>
Receivables:		
Employee contributions	29,672	42,827
Employer contributions	14,131	29,503
Notes receivable from participants	<u>492,906</u>	<u>494,803</u>
Total receivables	<u>536,709</u>	<u>567,133</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 115,154,524</u></u>	<u><u>\$ 106,616,680</u></u>

See notes to the financial statements

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

ADDITIONS (SUBTRACTIONS) TO NET ASSETS ATTRIBUTED TO:	<u>2023</u>	<u>2022</u>
Investment income (loss):		
Interest and dividends	\$ 907,545	\$ 914,490
Net appreciation (depreciation) in fair value of investments	<u>12,483,175</u>	<u>(14,502,916)</u>
Total investment income (loss)	<u>13,390,720</u>	<u>(13,588,426)</u>
Interest income on notes receivable from participants	<u>26,977</u>	<u>24,597</u>
Contributions:		
Employer	6,782,041	6,765,298
Participant	2,485,132	2,439,967
Rollovers	<u>992,140</u>	<u>2,637,043</u>
Total contributions	<u>10,259,313</u>	<u>11,842,308</u>
Total additions (subtractions)	<u>23,677,010</u>	<u>(1,721,521)</u>
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:		
Benefit payments	15,084,494	12,310,694
Administrative fees	<u>54,672</u>	<u>67,036</u>
Total deductions	<u>15,139,166</u>	<u>12,377,730</u>
NET INCREASE (DECREASE)	8,537,844	(14,099,251)
Transfers, net	-	(2,814,480)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	<u>106,616,680</u>	<u>123,530,411</u>
End of year	<u><u>\$ 115,154,524</u></u>	<u><u>\$ 106,616,680</u></u>

See notes to the financial statements

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 1 DESCRIPTION OF PLAN

The following description of the Construction Employees Group Profit Sharing Plan (Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a multiple employer defined contribution plan effective January 1, 2004. The plan covers all those employees of participating employer members of the Associated General Contractors of North Dakota and Minnesota who are engaged in work classifications enumerated in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan is administered by a board of trustees appointed by the participating employers. Third party administrators serve as the providers of the Plan, maintain records of the participant data, and hold the Plan assets.

Contributions

Participating employees may contribute an amount each pay period as provided for in their participation agreement up to the dollar and percentage limits set by law. Employers contribute at the rate provided for in their participation agreement. The contribution varies per job category and location of the project. Eligible plan participants may contribute up to the maximum amount allowed under federal regulations for the Plan year. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

Participants may make rollover contributions for amounts representing distributions from other qualified defined benefit plans, defined contribution plans, or individual retirement accounts.

Payment of Benefits

Upon termination of employment, death, disability or retirement, the participant will receive a distribution equal to the value of the participant's vested interest. Terminated participants with account balances of \$5,000 or less are required to take a lump sum distribution upon termination. If the amount of the distribution exceeds \$1,000 and the participant does not elect to either receive or roll the distribution, the distribution will be directly rolled over to an IRA in the participant's name. Terminated participants with account balances in excess of \$5,000 are eligible for a lump sum distribution, installment distributions, ad-hoc distributions, or direct rollover to an IRA or other qualified plan. Hardship distributions and in-service retirement distributions are also permitted for participants who have not separated from service. Participants must have attained age 59 1/2 to qualify for in-service retirement distributions. Generally, certain minimum distributions are required for participants who have separated from service and have reached required minimum distribution age.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Forfeitures and Vesting

Participants are always 100 percent vested in their elective deferrals, prevailing wages contributions, and earnings. Vesting of employer contributions are determined at the individual employer level. Employees are fully vested within a range from immediately to 6 years depending on the employer and investment type. At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$2,530 and \$2,627 respectively. This account is used to restore prior participants' forfeitures, reduce employer contributions, or pay expenses. During the years ended December 31, 2023 and 2022, \$39,552 and \$11,660 of forfeitures, respectively, were used to reduce employer contributions, restore prior participant forfeitures, and pay plan expenses.

Participant Accounts

Each participant's account is credited with the participant's contributions and participating employers' contributions. Plan earnings are allocated based on participant account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. The Plan allows for participant-directed investment programs for which separate funds are maintained. The value of each participant's account is determined daily.

Participants' Investment Options

Participants must direct their salary deferral contributions and employer contributions to selected investments as offered by the Plan. Participants may change their investment options throughout the year by contacting the third-party administrator.

Eligibility

For services performed under a public contract subject to the Davis-Bacon Act or to any other federal, state or municipal prevailing wage law, there is no age or service requirement. Employees who elect to participate in the cash or deferred profit-sharing plan become eligible according to the employer's age and service requirements set forth in each employer's supplemental participant agreement.

Notes Receivable from Participants

Notes Receivables are permitted under the Plan's provisions. If the participant's vested account balance is \$20,000 or less, the maximum loan shall not exceed the lesser of \$10,000 or 100% of the participant's vested account balance. If the participant's vested account balance is over \$20,000, the loan must not be greater than 50% of the participant's vested account balance up to a maximum of \$50,000. Loans must be for a minimum of \$1,000. All loans are repaid in equal amounts over the repayment term, which is five years or less, except for the purchase of a principal residence for which repayment term shall be in accordance with repayment terms for such loans as quoted by commercial banks in the area. Principal and interest are paid ratably through payroll deductions and credited to the participant's account. The interest rate is determined by the rate charged at area commercial banks for a similar loan.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Assets Held in Trust

Since January 1, 2004, all assets of the Plan are held by Empower Annuity Insurance Company of America, an operating division of Empower Retirement, LLC. The operations of Empower Annuity Insurance Company of America are conducted principally through Empower Annuity Insurance Company ("EAIC"), a wholly owned subsidiary of Empower Retirement. EAIC is responsible for, among other things, the custody and investing of the Plan's assets and the payment of benefits to eligible participants. Empower Annuity Insurance Company of America, FSB, a wholly owned subsidiary of Empower Retirement, serves as the trustee for which EAIC is the record keeper.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the plan are prepared using the accrual method of accounting.

Basis of Presentation

The accompanying financial statements are presented in accordance with accounting principles generally accepted in the United States of America, ("U.S. GAAP"), as codified by the Financial Accounting Standards Board.

Investments Valuation and Income Recognition

Investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's management determines the Plan's valuation policies utilizing information provided by the providers. See Note 6 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest and dividend income are recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation or depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year and is reflected in the statements of changes in net assets available for benefits.

Contributions

Contributions from Plan participants and matching contributions from the Company are recorded in the year in which the employee contributions are withheld from compensation.

Payment of Benefits

Benefit distributions are recorded when paid.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Use of Estimates

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Administrative Fees

Several of the investment fund options are subject to investment fees based on a percentage of invested assets, as disclosed in the fund's prospectus. All such fees are charged directly against the fund's investment performance and thus are not separately disclosed in the accompanying financial statements. Participant loan accounts are assessed as a separate fee for the administration of loans. Recordkeeping and administrative expenses were paid from the Plan's assets.

Income Taxes

The Plan's policy is to evaluate the likelihood that its uncertain tax positions will prevail upon examination based on the extent to which those positions have substantial support within the Internal Revenue Code and Regulations, Revenue Rulings, court decisions, and other evidence.

NOTE 3 PLAN TRANSFERS

During the year ending December 31, 2022, there were transfers out of the Plan in result of an employer exiting the Plan. An aggregate of \$2,814,480 was rolled out of the Plan during the year ended December 31, 2022 and is presented as transfers on the statement of changes in net assets available for benefits.

NOTE 4 FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT

The Plan entered into a benefit-responsive investment contract with Empower Annuity Insurance Company of America. Under the group annuity insurance contract that supports this product, participants may direct permitted withdrawals or transfers of all or a portion of their balance at contract value within reasonable timeframes. Contract value 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. Empower maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The contract is included in the financial statements at contract value, which is the same as fair value, as reported to the Plan by Empower.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Empower is contractually obligated to pay principal and a specified interest rate that is guaranteed to the Plan. Interest is credited on contract balances using the “bucketed” approach. Under this approach, interest is calculated based on the calendar quarter in which the contributions were made. The crediting interest rate is determined at the beginning of the quarter and is guaranteed for contributions received during the quarter through December 31 of the following calendar year. Upon expiration of this interest rate, a new quarterly rate is issued periodically. When establishing interest crediting rates, Empower considers many factors but does not use a specific formula. The annual effective interest rate was 3% for both years ending December 31, 2023 and 2022.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan’s prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that causes a significant withdrawal from the Plan, (4) the failure of the Trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA or (5) premature termination of the contract. The Plan Administrator does not believe that any events which would limit the Plan’s ability to transact at contract value with participants are probable of occurring.

In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Such events include (1) an uncured violation of the Plan’s investment guidelines, (2) a breach of material obligation under the contract, (3) a material misrepresentation, and (4) a material amendment to the agreement without the consent of the issuer.

NOTE 5 INFORMATION PREPARED AND CERTIFIED BY THE PROVIDER

The following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified to as complete and accurate by the provider, Empower Annuity Insurance Company:

	2023	2022
Investments at fair value:		
Pooled separate accounts	\$ 85,326,458	\$ 74,506,009
Guaranteed income account	28,174,429	30,341,447
Investment income (loss)	13,352,249	(13,560,334)

Certain assets included on the statements of net assets available for benefits and the investment activity from those assets included in the statements of changes in net assets available for benefits were not certified by the providers.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

NOTE 6 FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board (FASB) *Accounting Standards Codification* (ASC) 820, *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC Topic 820 are described below:

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Pooled Separate Accounts – Valued at net asset value (NAV) of shares held by the Plan at year end. The NAV, as provided by the insurance company, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the account less its liabilities. This practical expedient is not used when it is determined to be probable that the account will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the pooled separate accounts, the investment advisor reserves the right to temporarily delay withdrawal from the account in order to ensure that securities liquidations will be carried out in an orderly business manner.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Mutual Funds – Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common Stock – Valued based on the quoted market prices for publicly traded stock in an active market.

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

The following table presents by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023:

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 478,192	\$ -	\$ -	\$ 478,192
Common stock	637,572	-	-	637,572
Total investments in the fair value hierarchy	<u>\$ 1,115,764</u>	<u>\$ -</u>	<u>\$ -</u>	1,115,764
Investments measured at net asset value (a)				<u>85,326,458</u>
Total assets at fair value				<u>\$ 86,442,222</u>

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

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 583,827	\$ -	\$ -	\$ 583,827
Common stock	618,264	-	-	618,264
Total investments in the fair value hierarchy	<u>\$ 1,202,091</u>	<u>\$ -</u>	<u>\$ -</u>	1,202,091
Investments measured at net asset value (a)				<u>74,506,009</u>
Total assets at fair value				<u>\$ 75,708,100</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

Investment Type	December 31,		Unfunded Commitments	Redemption Frequency	Redemption Notice Period
	2023 Fair Market Value	2022 Fair Market Value			
Pooled Separate Accounts	\$ 85,326,458	\$ 7,450,609	\$ -	Daily	N/A

NOTE 7 RISKS AND UNCERTAINTIES

Participants direct the investment of their accounts into various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect account balances and the amounts reported in the statement of net assets available for benefits.

NOTE 8 EXEMPT TRANSACTIONS WITH PARTIES-IN-INTEREST

Transactions with parties in interest who are trustees or consultants as defined by the Plan for the years ended December 31, 2023 and 2022 are noted below.

Payor	Transactions	2023	2022
Don R Grande P.C.	Legal Fees	\$ 1,825	\$ 925
Marsh & McLennan Agency	Legal Fees/Administration	3,627	4,070
Brady, Martz & Associates, P.C.	Audit Fees	22,759	18,825
Prudential Insurance Company of America	Investment Management & Transaction Fees	25,196	16,352
Prudential Retirement Insurance and Annuity Company	Investment Management & Transaction Fees	-	26,864
Holiday Inn of Fargo	Other	1,265	-

At December 31, 2023 and 2022, the Plan held units in various pooled separate accounts and a guaranteed income account of Empower Annuity Insurance Company, the Plan provider. These transactions qualify as allowable party-in-interest transactions under the provisions of ERISA.

The Plan shares a common board of trustees with the Associated General Contractors of North Dakota Employee Benefit Trust (AGC).

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500

The following is a reconciliation of net assets available for benefits and deductions per the financial statements at December 31, 2023 and 2022 to Schedule H of the Form 5500:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$ 115,154,524	\$ 106,616,680
Deemed distribution activity, net	<u>(54,861)</u>	<u>(87,360)</u>
Net assets available for benefits per Schedule H to the form 5500	<u>\$ 115,099,663</u>	<u>\$ 106,529,320</u>

The following is a reconciliation of net increase (decrease) in net assets available for benefits per the financial statements for the years ended December 31, 2023 and 2022 to the form 5500:

	<u>2023</u>	<u>2022</u>
Net increase (decrease) in net assets available for benefits per the financial statements	\$ 8,537,844	\$ (14,099,251)
Deemed distribution activity, net	<u>32,499</u>	<u>(59,303)</u>
Net income per the form 5500	<u>\$ 8,570,343</u>	<u>\$ (14,158,554)</u>

NOTE 10 INCOME TAX STATUS

The Internal Revenue Service has determined and informed the Plan in a letter dated September 16, 2022 that the pre-approved plan document adopted by Construction Employees Group Profit Sharing Plan is acceptable under the applicable section of the Internal Revenue Code and is, therefore, not subject to tax under present income tax law. The plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken a significant uncertain tax position that more likely than not would not be sustained upon examination by taxing authorities. The Plan is subject to routine audits by taxing jurisdictions, however, there are currently no audits for any tax periods in progress.

CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
DECEMBER 31, 2023 AND 2022

NOTE 11 NONEXEMPT PARTIES-IN-INTEREST TRANSACTIONS

During the years ended December 31, 2023 and 2022, various participating employers remitted participant contributions of \$13,431 and \$5,760, respectively, to the trustee later than required by the Department of Labor (DOL) Regulation 2510.3-102. The Plan corrected delinquent participant contributions totaling \$5,760 and \$5,601 during the years ended December 31, 2023 and 2022, respectively. The Plan filed Form 5330 with the IRS on behalf of the participating employers and paid the required excise tax on the transactions. In addition, participant accounts were credited with the amount of investment income that would have been earned had the participant contribution been remitted on a timely basis.

NOTE 12 AMENDMENT AND TERMINATION OF PLAN

Although it has not expressed any intent to do so, the board of trustees reserves the right at any time to amend or terminate the Plan subject to the provisions of the Plan and ERISA. If a participating employer terminates contributions or the Plan is terminated, all participants, as affected, become fully vested.

NOTE 13 SUBSEQUENT EVENTS

No significant events have occurred subsequent to the Plan's year end. Subsequent events have been evaluated through October 2, 2024, which is the date the financial statements were available to be issued.

SUPPLEMENTAL INFORMATION

DECEMBER 31, 2023

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CONSTRUCTION EMPLOYEES GROUP PROFIT SHARING PLAN

EIN: 45-6029203 PLAN: 001

SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

FORM 5500, SCHEDULE H, LINE 4A

FOR THE YEAR ENDED DECEMBER 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute			Total Fully Corrected Under VFCP and PTE 2002-51
Check Here if Late Participant Loan Repayments are Included: X	Contributions not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
\$19,191	\$13,431	\$5,760	*	\$0

* Amount represents delinquent participant contributions for the year ending December 31, 2022 that have been fully correct as of December 31, 2023.

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

Part II	Basic Plan Information—enter all requested information		
1a	Name of plan	1b	Three-digit plan number (PN) ▶ _____
		1c	Effective date of plan
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)	2b	Employer Identification Number (EIN)
		2c	Plan Sponsor's telephone number
		2d	Business code (see instructions)

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	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
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 6a(2) 6b 6c 6d 6e 6f 6g(1) 6g(2) 6h
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:

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

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☐ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☐ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

- (1)** ☐ **H** (Financial Information)
- (2)** ☐ **I** (Financial Information – Small Plan)
- (3)** ☐ **A** (Insurance Information) – Number Attached _____
- (4)** ☐ **C** (Service Provider Information)
- (5)** ☐ **D** (DFE/Participating Plan Information)
- (6)** ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

[illegible]