

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 06/29/1975
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) THE H.T. HACKNEY CO. 502 S. GAY STREET, SUITE 300 KNOXVILLE, TN 37902
2b	Employer Identification Number (EIN) 62-0222535
2c	Plan Sponsor's telephone number 865-546-1291
2d	Business code (see instructions) 424400

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	MICHAEL MORTON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2024	MICHAEL MORTON
	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 3438
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) 2843 6a(2) 3128 6b 7 6c 438 6d 3573 6e 0 6f 3573 6g(1) 2388 6g(2) 2195 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 2H 2J 2K 2T 3D

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

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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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 2
- (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 THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 THE H.T. HACKNEY CO.	D Employer Identification Number (EIN) 62-0222535	

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

(a) Name of insurance carrier
STANDARD INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
93-0242990	69019	810451A	938	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

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

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

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

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

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

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

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

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

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

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

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	(c) Amount	(d) Purpose	

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	(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** 436531**5** Current value of plan's interest under this contract in separate accounts at year end **5****6** Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier **6b****c** Premiums due but unpaid at the end of the year **6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. **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** 491000**c** Additions: (1) Contributions deposited during the year **7c(1)** 35619
(2) Dividends and credits **7c(2)**
(3) Interest credited during the year **7c(3)** 10181
(4) Transferred from separate account **7c(4)**
(5) Other (specify below) **7c(5)**(6) Total additions **7c(6)** 45800**d** Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 536800**e** Deductions:(1) Disbursed from fund to pay benefits or purchase annuities during year **7e(1)** 40903(2) Administration charge made by carrier **7e(2)**(3) Transferred to separate account **7e(3)**(4) Other (specify below) **7e(4)** 495897

▶ LOAN WITHDRAWALS, TRANSFERS FEES, FORFEITURES

(5) Total deductions **7e(5)** 536800**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 0

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 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 THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 THE H.T. HACKNEY CO.	D Employer Identification Number (EIN) 62-0222535	

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

(a) Name of insurance carrier
STANDARD INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
93-0242990	69019	810452A	1222	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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4 Current value of plan's interest under this contract in the general account at year end **4** 8714409**5** Current value of plan's interest under this contract in separate accounts at year end **5****6** Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier **6b****c** Premiums due but unpaid at the end of the year **6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. **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** 8657433**c** Additions: (1) Contributions deposited during the year **7c(1)** 1482898
(2) Dividends and credits **7c(2)**
(3) Interest credited during the year **7c(3)** 176269
(4) Transferred from separate account **7c(4)**
(5) Other (specify below) **7c(5)** 0
▶(6) Total additions **7c(6)** 1659167**d** Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 10316600**e** Deductions:(1) Disbursed from fund to pay benefits or purchase annuities during year **7e(1)** 1273574(2) Administration charge made by carrier **7e(2)**(3) Transferred to separate account **7e(3)**(4) Other (specify below) **7e(4)** 9043026
▶ LOAN WITHDRAWAL, TRANSFER, FEES FORFEITURES(5) Total deductions **7e(5)** 10316600**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 0

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 THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 THE H.T. HACKNEY CO.	D Employer Identification Number (EIN) 62-0222535	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
CHARLES SCHWAB & CO., INC.
94-1737782

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

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

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

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

USI CONSULTING GROUP

06-1053228

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
12 15 17 25 34 37 57 60 61 63 64 65	N/A	37214	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(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 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 THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 THE H.T. HACKNEY CO.		
		D Employer Identification Number (EIN) 62-0222535

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	154912	3479
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	38895	41247
(2) Participant contributions	1b(2)	97109	104289
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	81695	130325
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	83948309	98186019
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	9148434	9150941
(15) Other	1c(15)	12420546	12741247

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	105889900	120357547
Liabilities			
g Benefit claims payable	1g	775	3479
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	775	3479
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	105889125	120354068

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)	1990854	
(B) Participants	2a(1)(B)	5298735	
(C) Others (including rollovers)	2a(1)(C)	197420	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		7487009
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	982	
(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)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		982
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	2848262	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2848262
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		14288800
c Other income	2c		1609466
d Total income. Add all income amounts in column (b) and enter total	2d		26234519

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	11600440	
(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)		11600440
f Corrective distributions (see instructions)	2f		76303
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)	37213	
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	55620	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		92833
j Total expenses. Add all expense amounts in column (b) and enter total	2j		11769576

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		14464943
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: **PUGH CPA'S**

(2) EIN: **62-1142155**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		5000000
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 THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 THE H.T. HACKNEY CO.		D Employer Identification Number (EIN) 62-0222535
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 82-3967259		
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>06 / 30 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q702864A</u> .	



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INDEPENDENT AUDITOR'S REPORT

Plan Participants and Plan Administrator of
The H.T. Hackney Co. Employees Profit
Sharing Retirement Plan; and
Board of Directors of The H.T. Hackney Co.
Knoxville, Tennessee

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

We have performed audits of the financial statements of The H.T. Hackney Co. Employees Profit Sharing Retirement Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (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 statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from qualified institutions as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 9 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meet 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 the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, 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 the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, 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 U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of delinquent participant contributions for the year ended December 31, 2023 and assets held at year end as of December 31, 2023 are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL'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 a institution that management determined meet the requirements of ERISA Section 103(a)(3)(C).

Pugh & Company, P.C.

Certified Public Accountants
Knoxville, Tennessee
October 3, 2024

**THE H.T. HACKNEY CO. EMPLOYEES
PROFIT SHARING RETIREMENT PLAN**

Knoxville, Tennessee

FINANCIAL STATEMENTS

December 31, 2023 and 2022





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INDEPENDENT AUDITOR'S REPORT

Plan Participants and Plan Administrator of
The H.T. Hackney Co. Employees Profit
Sharing Retirement Plan; and
Board of Directors of The H.T. Hackney Co.
Knoxville, Tennessee

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

We have performed audits of the financial statements of The H.T. Hackney Co. Employees Profit Sharing Retirement Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (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 statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from qualified institutions as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 9 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meet 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 the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, 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 the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, 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 U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of delinquent participant contributions for the year ended December 31, 2023 and assets held at year end as of December 31, 2023 are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL'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 a institution that management determined meet the requirements of ERISA Section 103(a)(3)(C).

Pugh & Company, P.C.

Certified Public Accountants
Knoxville, Tennessee
October 3, 2024

THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	As of December 31,	2023	2022
ASSETS			
Investments at Fair Value	\$	111,057,591	\$ 96,450,550
Investments at Contract Value		9,150,941	9,148,433
Total Investments		120,208,532	105,598,983
Cash - Noninterest Bearing		3,479	154,912
Receivables:			
Employer Contributions		41,247	38,895
Participant Contributions		104,289	97,108
Total Receivables		145,536	136,003
TOTAL ASSETS		120,357,547	105,889,898
LIABILITIES			
Excess Contributions Payable		76,737	76,303
Other Payable		3,479	775
TOTAL LIABILITIES		80,216	77,078
NET ASSETS AVAILABLE FOR BENEFITS	\$	120,277,331	\$ 105,812,820

The accompanying notes are an integral part of these financial statements.
See Independent Auditor's Report.

THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Year Ended December 31, 2023

ADDITIONS TO NET ASSETS ATTRIBUTED TO:

Investment Income:

Net Appreciation in Fair Value of Investments	\$ 15,898,213
Interest and Dividends	2,849,244
Other Income	55
Total Investment Income	<u>18,747,512</u>

Contributions:

Employer	1,990,854
Participants	5,221,999
Rollovers	197,420
Total Contributions	<u>7,410,273</u>
Total Additions	<u>26,157,785</u>

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

Benefits Paid to Participants	11,600,440
Administrative Expenses	92,834
Total Deductions	<u>11,693,274</u>

NET INCREASE 14,464,511

NET ASSETS AVAILABLE FOR BENEFITS, BEGINNING OF YEAR 105,812,820

NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR \$ 120,277,331

The accompanying notes are an integral part of these financial statements.
See Independent Auditor's Report.

THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2023 and 2022

NOTE 1 - DESCRIPTION OF THE PLAN

The following description of The H.T. Hackney Co. (the "Company") Employees Profit Sharing Retirement Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General - The Plan is a defined contribution plan covering all employees of the Company and its wholly owned subsidiaries who have six months of service and are age 20.5 or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Board of Directors of the Company is responsible for oversight of the Plan as well as determining the appropriateness of the Plan's investment offerings and monitoring the investment performance.

Contributions - Each year, participants may contribute up to the maximum amount allowed by law of pre-tax compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants also may contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollovers). Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan allows for discretionary employer matching contributions which totaled \$1,990,854 for the year ended December 31, 2023. The percentage amount of any discretionary employer matching contribution is determined annually. The matching Company contribution is invested as directed by the participant. In addition, the Company may make a discretionary profit sharing contribution which shall be allocated to each eligible employee in proportion to their compensation (as defined by the Plan) as a percentage of the compensation of all eligible employees. The Company's profit sharing contribution is invested in a portfolio of investments as directed by the Plan management (see Note 3). There was no profit sharing contribution for 2023.

Participant Accounts - Each participant's account is credited with the participant's contributions and the Company's contributions, as well as Plan earnings. Participant accounts are charged with an allocation of administrative expenses. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting - Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Company's contribution portion of their accounts is based on years of continuous service. A participant is 100% vested after 6 years of credited service.

Notes Receivable from Participants - Participant loans are unavailable under the Plan. However, the trustee may, at the trustee's discretion, accept in a trustee to trustee transfer in kind of a participant-directed investment, existing participant loans which were extended to participants participating in a merged in Plan, provided such loans continue to be amortized based upon their original amortization schedules and administered in accordance with their legal terms.

Forfeited Accounts - As of December 31, 2023 and 2022, forfeited nonvested accounts totaled \$63,420 and \$11,677, respectively. These accounts will be used to reduce future employer contributions. In 2023, employer contributions were reduced by \$144,999 from forfeited nonvested accounts.

Payment of Benefits - On termination of service due to death, disability, or retirement, a participant will receive a lump-sum amount equal to the value of the participant's vested interest in his or her account. For termination of service for other reasons, a participant will receive the value of the vested interest in his or her account as a lump-sum distribution based on the following dollar thresholds: (a) account balances exceeding \$5,000 will be distributed at the earlier of the participant's normal retirement date or three months after termination of employment, or (b) account balances less than \$5,000 will be distributed to the participant as soon as possible following the event that entitles them to a distribution. Transfers/rollovers will be distributed to the participant as soon as possible following their distribution request.

See Independent Auditor's Report.

NOTE 2 - SUMMARY OF ACCOUNTING POLICIES

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

Use of Estimates - The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment 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 investment advisers and the trustee. See Note 4 for discussion of fair value measurements.

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

Excess Contributions Payable - Amounts payable to participants for contributions in excess of amounts allowed by the Internal Revenue Service are recorded as a liability with a corresponding reduction to contributions. The Plan distributed the 2023 excess contributions to the applicable participants prior to March 15, 2024.

Payment of Benefits - Benefits are recorded when paid.

Expenses - Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Investment related expenses are included in net appreciation of fair value of investments.

Subsequent Events - The Plan has evaluated subsequent events through October 3, 2024, the date the financial statements were available to be issued. See Note 13.

NOTE 3 - NONPARTICIPANT-DIRECTED INVESTMENTS

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

	December 31,	
	2023	2022
Net Assets:		
Common Stock	\$ 1,384,203	\$ 1,342,675
Exchange Traded Funds	1,380,292	1,310,672
U.S. Government Securities	681,138	479,853
Corporate Bonds	467,165	666,964
Mutual Funds	2,610,322	2,608,290
Municipal Bonds	83,858	111,460
	<u>\$ 6,606,978</u>	<u>\$ 6,519,914</u>
Changes in Net Assets:		
Net Appreciation in Fair Value of Investments	\$ 758,629	
Benefits Paid to Participants	(667,957)	
Administrative Expenses	(3,608)	
	<u>\$ 87,064</u>	

See Independent Auditor's Report.

NOTE 4 - FAIR VALUE MEASUREMENTS

The framework for measuring fair value 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 (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2: Inputs to the valuation methodology include:

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

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

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

The asset'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 maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

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

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission (SEC). 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.

HTH Unitized Managed Fund: Value based on the fair value of the fund's underlying investments, which is as follows:

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. 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 at the closing price reported on the active market on which the individual securities are traded.

Exchange Traded Funds (ETF's): Valued at the daily closing price as reported by the fund. ETF's hold assets such as stocks, bonds or commodities and trade close to its daily NAV. ETF's held by the Plan are deemed to be actively traded.

U.S. Government Securities: Valued using pricing models maximizing the use of observable inputs for similar securities.

Corporate and Municipal Bonds: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing the value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, those bonds are valued under a discounted cash flow approach that maximizes observable inputs, such as current yields on similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

NOTE 4 - FAIR VALUE MEASUREMENTS (Continued)

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

	Assets at Fair Value			
	Level 1	Level 2	Level 3	Total
<u>As of December 31, 2023</u>				
Mutual Funds	\$ 98,316,343	\$ 0	\$ 0	\$ 98,316,343
HTH Unitized Managed Fund:				
Common Stock	3,451,807	0	0	3,451,807
Exchange Traded Funds	3,442,056	0	0	3,442,056
Mutual Funds	2,774,728	0	0	2,774,728
Government Securities	0	1,698,564	0	1,698,564
Corporate Bonds	0	1,164,976	0	1,164,976
Municipal Bonds	0	209,117	0	209,117
Investments at Fair Value	<u>\$ 107,984,934</u>	<u>\$ 3,072,657</u>	<u>\$ 0</u>	<u>\$ 111,057,591</u>
<u>As of December 31, 2022</u>				
Mutual Funds	\$ 84,030,004	\$ 0	\$ 0	\$ 84,030,004
HTH Unitized Managed Fund:				
Common Stock	3,299,389	0	0	3,299,389
Exchange Traded Funds	3,220,751	0	0	3,220,751
Mutual Funds	2,808,409	0	0	2,808,409
Government Securities	0	1,179,155	0	1,179,155
Corporate Bonds	0	1,638,949	0	1,638,949
Municipal Bonds	0	273,893	0	273,893
Investments at Fair Value	<u>\$ 93,358,553</u>	<u>\$ 3,091,997</u>	<u>\$ 0</u>	<u>\$ 96,450,550</u>

NOTE 5 - GROUP ANNUITY CONTRACT WITH THE STANDARD INSURANCE COMPANY

The Plan has fully benefit-responsive group annuity contracts with The Standard Insurance Company (The Standard) totaling \$9,150,941 at December 31, 2023 and \$9,148,433 at December 31, 2022. The Standard 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 guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The crediting rate is based on a formula established by the contract issuer but may not be less than 1%. The crediting rate is reviewed on a quarterly basis for resetting. The guaranteed investment contract does not permit the insurance company to terminate the agreement prior to the scheduled maturity date.

This contract meets the fully benefit-responsive investment contract criteria and therefore, is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by The Standard, 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.

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

Participant withdrawals and transfers are freely permitted on a daily basis. The Stable Asset Fund provides participants with full book value liquidity for benefit payments (death, disability or retirement) and transfers to other investment options. No penalties, fees or surrender charges apply.

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.

See Independent Auditor's Report.

NOTE 6 - RELATED-PARTY AND PARTY IN INTEREST TRANSACTIONS

The Plan paid certain expenses related to plan operations and investment activity to various service providers. These transactions are party in interest transactions under ERISA.

NOTE 7 - TAX STATUS

The Plan adopted a non-standardized pre-approved plan sponsored by FIS Business Systems LLC. The pre-approved plan document received its latest opinion letter dated June 30, 2020. Although the Plan has not applied for its own opinion letter, the plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, they believe that the Plan is qualified and the related trust is tax-exempt as of the financial statement date.

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 Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions.

NOTE 8 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

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

	2023	2022
Net Assets Available for Benefits per the Financial Statements	\$ 120,277,331	\$ 105,812,820
Excess Contributions Payable at Year End	<u>76,737</u>	<u>76,303</u>
Net Assets Available for Benefits per the Form 5500	<u>\$ 120,354,068</u>	<u>\$ 105,889,123</u>

The following is a reconciliation of the change in net assets available for benefits per the financial statements for the year ended December 31, 2023, to Form 5500:

Net Increase per the Financial Statements	\$ 14,464,511
Add: Current Year Excess Contributions Payable	76,737
Less: Prior Year Excess Contributions Payable	<u>(76,303)</u>
Net Income per the Form 5500	<u>\$ 14,464,945</u>

NOTE 9 - INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Accordingly, as permitted under such election, the Plan Administrator has obtained certifications from Charles Schwab Trust Bank, the trustee, that the information in the accompanying financial statements and supplementary schedule of assets held at year end, with respect to investments and related investment activity, is complete and accurate as of December 31, 2023 and 2022 and for the year ended December 31, 2023. The investment information certified by the custodian is presented based on the trust certifications:

	2023	2022
Investments at Fair Value	\$ 111,057,591	\$ 96,450,550
Investments at Contract Value	9,150,941	9,148,433
Investment Income	18,747,512	n/a

NOTE 10 - RISKS AND UNCERTAINTIES

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

NOTE 11 - PLAN TERMINATION

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

NOTE 12 - DELINQUENT PARTICIPANT CONTRIBUTIONS

The Company failed to deposit approximately \$989 of participant contributions during the 2020 Plan year within the required timeframe as stated by the United States Department of Labor regulations. The Company has remitted all employee contributions considered delinquent and associated lost earnings during the 2023 Plan year.

NOTE 13 - SUBSEQUENT EVENT

Effective January 1, 2024, the Plan changed its trustee and custodian to Fidelity Management Trust Company. Also effective on January 1, 2024, employees of the Company and its wholly owned subsidiaries who are age 18 or older may participate in the Plan upon their hire date.

SUPPLEMENTAL SCHEDULES

THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN

**EIN 62-0222535
PLAN #001**

**SUPPLEMENTAL SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
SCHEDULE H, LINE 4a**

For the Year Ended December 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions				Total Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are included:	Contributions Not Corrected	Year	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
		2020	\$ 989		

See Independent Auditor's Report.

THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN

EIN 62-0222535

PLAN # 001

SUPPLEMENTAL SCHEDULE OF ASSETS HELD AT YEAR END
SCHEDULE H, LINE 4i

As of December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			(d) Cost	(e) Current Value
		Description of Investment	Maturity Date	Interest Rate		
	H.T. Hackney Utilized Managed Fund:					
	Coca-Cola Co.	Common Stock	n/a	n/a	\$ 8,751	\$ 25,045
	Costco Wholesale Corp.	Common Stock	n/a	n/a	3,967	39,605
	PepsiCo, Inc.	Common Stock	n/a	n/a	6,848	29,722
	The Procter & Gamble Co.	Common Stock	n/a	n/a	7,920	36,635
	Wal-Mart Stores, Inc.	Common Stock	n/a	n/a	12,491	43,354
	Abbott Laboratories	Common Stock	n/a	n/a	3,441	22,014
	Amgen, Inc.	Common Stock	n/a	n/a	7,588	28,802
	Johnson & Johnson	Common Stock	n/a	n/a	16,083	54,859
	McKesson Corp.	Common Stock	n/a	n/a	70,301	173,618
	Medtronic, PLC	Common Stock	n/a	n/a	15,191	14,416
	Merck & Co., Inc.	Common Stock	n/a	n/a	12,432	38,157
	Pfizer, Inc.	Common Stock	n/a	n/a	19,940	26,631
	Comcast Corp. Cl A	Common Stock	n/a	n/a	7,038	25,214
	Home Depot, Inc.	Common Stock	n/a	n/a	4,457	34,655
	McDonald's Corp.	Common Stock	n/a	n/a	10,309	37,064
	The Walt Disney Co.	Common Stock	n/a	n/a	5,414	24,830
	Whirlpool Corp.	Common Stock	n/a	n/a	72,132	60,885
	FedEx Corp.	Common Stock	n/a	n/a	5,650	26,562
	Trane Technologies PLC	Common Stock	n/a	n/a	37,315	201,217
	The Boeing Co.	Common Stock	n/a	n/a	9,049	28,673
	Union Pacific Corp.	Common Stock	n/a	n/a	16,999	30,702
	Raytheon Technologies Corp.	Common Stock	n/a	n/a	8,682	18,931
	Alphabet, Inc. Cl. C	Common Stock	n/a	n/a	16,997	128,246
	Amdocs Ltd.	Common Stock	n/a	n/a	89,290	131,835
	Apple, Inc.	Common Stock	n/a	n/a	26,266	206,970
	Cisco Systems, Inc.	Common Stock	n/a	n/a	12,032	32,838
	Discover Financial Services	Common Stock	n/a	n/a	67,944	115,210
	Warner Bros Discovery, Inc.	Common Stock	n/a	n/a	179,000	69,987
	FleetCor Technologies, Inc.	Common Stock	n/a	n/a	89,599	120,109
	GE Healthcare Technologies	Common Stock	n/a	n/a	85,214	86,985
	Kenvue Inc	Common Stock	n/a	n/a	82,289	85,582
	Paypal Hldgs Inc	Common Stock	n/a	n/a	76,088	79,833
	Intel Corp.	Common Stock	n/a	n/a	12,558	23,869
	Mastercard Inc.	Common Stock	n/a	n/a	28,997	63,976
	Microsoft Corp.	Common Stock	n/a	n/a	27,200	197,421
	Gen Digital, Inc.	Common Stock	n/a	n/a	82,286	85,575
	Oracle Corp.	Common Stock	n/a	n/a	5,427	36,901
	QUALCOMM, Inc.	Common Stock	n/a	n/a	6,936	25,310
	Verizon Communications	Common Stock	n/a	n/a	19,706	24,505
	Skyworks Solutions, Inc.	Common Stock	n/a	n/a	77,420	81,504
	Visa Inc.	Common Stock	n/a	n/a	27,825	58,579
	ChevronTexaco Corp.	Common Stock	n/a	n/a	19,959	41,019
	Exxon Mobil Corp.	Common Stock	n/a	n/a	22,926	62,488
	Halliburton Co.	Common Stock	n/a	n/a	115,630	130,140
	Schlumberger Ltd.	Common Stock	n/a	n/a	106,279	191,247
	Bank of America Corp.	Common Stock	n/a	n/a	40,032	37,879
	Berkshire Hathaway, Inc.	Common Stock	n/a	n/a	26,681	106,998
	Citigroup, Inc.	Common Stock	n/a	n/a	17,801	20,576
	J.P. Morgan Chase & Co.	Common Stock	n/a	n/a	10,771	55,282
	Wells Fargo Company	Common Stock	n/a	n/a	20,342	27,071
	Laboratory Corp. of America Holdings	Common Stock	n/a	n/a	56,994	102,281
	Invesco Dynamic Food & Beverage ETF	Exchange-Traded Fund	n/a	n/a	32,350	45,852
	Select Sector SPDR - Industrial	Exchange-Traded Fund	n/a	n/a	109,745	219,431
	iShares PHLX Semiconductor ETF	Exchange-Traded Fund	n/a	n/a	55,014	115,220
	Select Sector SPDR - Materials	Exchange-Traded Fund	n/a	n/a	50,083	100,509
	Select Sector SPDR - Consumer Staples	Exchange-Traded Fund	n/a	n/a	37,341	77,432
	Select Sector SPDR - Health Care	Exchange-Traded Fund	n/a	n/a	45,818	184,113
	iShares Nasdaq Biotechnology ETF	Exchange-Traded Fund	n/a	n/a	50,246	64,529
	iShares U.S. Healthcare Providers ETF	Exchange-Traded Fund	n/a	n/a	81,320	111,584
	Select Sector SPDR - Consumer Discret.	Exchange-Traded Fund	n/a	n/a	116,413	339,739
	Select Sector SPDR - Communications Serv.	Exchange-Traded Fund	n/a	n/a	130,458	181,650
	Select Sector SPDR - Technology	Exchange-Traded Fund	n/a	n/a	97,161	486,012
	Select Sector SPDR - Energy	Exchange-Traded Fund	n/a	n/a	23,423	31,440
	iShares Dow Jones US Oil & Gas Expl & Prod	Exchange-Traded Fund	n/a	n/a	41,440	51,254
	Select Sector SPDR - Financial	Exchange-Traded Fund	n/a	n/a	21,995	62,980

See Independent Auditor's Report.

THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN

EIN 62-0222535

PLAN # 001

SUPPLEMENTAL SCHEDULE OF ASSETS HELD AT YEAR END (Continued)
SCHEDULE H, LINE 4i

As of December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			(d) Cost	(e) Current Value
		Description of Investment	Maturity Date	Interest Rate		
	iShares Dow Jones US Regional Bank	Exchange-Traded Fund	n/a	n/a	34,917	56,484
	iShares U.S. Insurance ETF	Exchange-Traded Fund	n/a	n/a	61,386	90,112
	Select Sector SPDR - Real Estate	Exchange-Traded Fund	n/a	n/a	10,514	17,426
	Select Sector SPDR - Utilities REIT	Exchange-Traded Fund	n/a	n/a	66,506	107,661
	SPDR S&P Emerging Markets SmallCap Fund	Exchange-Traded Fund	n/a	n/a	51,075	52,225
	Vanguard Emerging Market Fund	Exchange-Traded Fund	n/a	n/a	308,839	271,260
	iShares MSCI ACWI Index Fund	Exchange-Traded Fund	n/a	n/a	132,275	136,532
	iShares MSCI EAFE Index Fund	Exchange-Traded Fund	n/a	n/a	217,715	244,887
	iShares MSCI EAFE SmallCap Index Fund	Exchange-Traded Fund	n/a	n/a	47,552	63,447
	iShares 0-5 Year TIPS Bond ETF	Exchange-Traded Fund	n/a	n/a	349,871	330,277
	United States Treasury Note	US Government Obligation	5/15/2025	2.125%	597,545	532,533
	United States Treasury Note	US Government Obligation	5/15/2027	2.375%	620,770	522,715
	United States Treasury Note	US Government Obligation	6/30/2024	1.750%	146,262	147,498
	United States Treasury Note	US Government Obligation	2/15/2026	4.000%	200,000	199,141
	Federal Home Loan Bank	Agency Obligation	8/16/2028	1.000%	150,000	130,403
	Federal Home Loan Bank	Agency Obligation	7/8/2030	1.350%	200,000	166,274
	Federal Farm Credit Bank	Corporate Bonds	9/21/2027	0.750%	145,000	128,225
	Federal Farm Credit Bank	Corporate Bonds	9/23/2030	1.220%	100,000	81,921
	IBM Corp	Corporate Bonds	2/12/2024	3.625%	76,040	74,817
	Stryker Corp	Corporate Bonds	5/15/2024	3.375%	76,669	74,368
	Verizon Communications	Corporate Bonds	11/1/2024	3.500%	65,830	64,015
	Trane Technologies Lux	Corporate Bonds	3/21/2029	3.800%	80,712	72,665
	Broadcom Inc	Corporate Bonds	9/15/2026	3.459%	81,924	72,560
	McCormick & Co	Corporate Bonds	8/15/2027	3.400%	67,904	57,327
	CVS Health Corp	Corporate Bonds	3/25/2028	4.300%	58,548	49,210
	Fifth Third Bancorp	Corporate Bonds	1/16/2024	4.300%	76,915	74,906
	JP Morgan Chase & Co	Corporate Bonds	5/13/2024	3.625%	76,876	74,529
	Morgan Stanley	Corporate Bonds	10/23/2024	3.700%	67,322	64,156
	AmSouth Bancorp	Corporate Bonds	11/1/2025	6.750%	83,311	76,167
	MetLife Inc	Corporate Bonds	11/13/2025	3.600%	68,428	63,832
	Goldman Sachs Group Inc	Corporate Bonds	11/16/2026	3.500%	82,756	72,249
	Southern Power Co	Corporate Bonds	12/1/2025	4.150%	68,861	64,029
	Univ of Missouri Sys Fac Rev Taxable Ser A	Municipal Bonds	11/1/2027	2.012%	77,793	69,164
	Virginia St Cmwlth Univ Taxable Ser B	Municipal Bonds	11/1/2029	2.084%	75,371	66,337
	Metro Govt Nashville & Davidson Co TN Taxable					
	Vanderbilt Med Ctr Ser B	Municipal Bonds	7/1/2026	4.053%	80,910	73,616
	Martin & Company Small Cap Value Fund	Mutual Fund	n/a	n/a	1,225,766	2,078,421
	Federated Treasury Obligations Fund	Money Market Mutual Fund	n/a	n/a	696,307	696,307
Total H.T. Hackney Unitized Managed Fund					9,333,764	12,741,248

See Independent Auditor's Report.

THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN
EIN 62-0222535
PLAN # 001
SUPPLEMENTAL SCHEDULE OF ASSETS HELD AT YEAR END (Continued)
SCHEDULE H, LINE 4i
As of December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			(d) Cost	(e) Current Value
		Description of Investment	Maturity Date	Interest Rate		
	AB Total Return Bond Portfolio, Class A	Mutual Fund	n/a	n/a	**	113,883
	AB Large Cap Growth Fund, Class A	Mutual Fund	n/a	n/a	**	32,946,304
	American - Capital World Growth & Income Fund, Class A	Mutual Fund	n/a	n/a	**	2,955,869
	BNY Mellon Equity Income Fund	Mutual Fund	n/a	n/a	**	391,106
	BNY Mellon International Stock Fund	Mutual Fund	n/a	n/a	**	2,015,436
	BNY Mellon Worldwide Growth Fund	Mutual Fund	n/a	n/a	**	626,810
	BNY Mellon Research Growth Fund, Class A	Mutual Fund	n/a	n/a	**	114,143
	Columbia Dividend Income Fund, Class A	Mutual Fund	n/a	n/a	**	8,592,783
	Columbia Emerging Markets Fund, Class A	Mutual Fund	n/a	n/a	**	460,162
	Columbia Limited Duration Credit	Mutual Fund	n/a	n/a	**	733,060
	Delaware Ivy Mid Cap Growth	Mutual Fund	n/a	n/a	**	286,012
	Delaware Small Cap Value Fund, Class A	Mutual Fund	n/a	n/a	**	1,581,800
	Fidelity Advisors Intl Cap Appreciation Fund, Class A	Mutual Fund	n/a	n/a	**	775,154
	Goldman Sachs Emerging Mkts Debt Fund, Class A	Mutual Fund	n/a	n/a	**	95,779
	Goldman Sachs Global Income Fund	Mutual Fund	n/a	n/a	**	628,575
	Goldman Sachs Small Cap Growth Insights	Mutual Fund	n/a	n/a	**	197,114
	Goldman Sachs International Equity Insights	Mutual Fund	n/a	n/a	**	955,876
	Goldman Sachs Small Cap Equity Insights	Mutual Fund	n/a	n/a	**	115,444
	Goldman Sachs International Small Cap Growth Insights	Mutual Fund	n/a	n/a	**	196,996
	Invesco Intl Small-Mid Company Fund	Mutual Fund	n/a	n/a	**	336,479
	Invesco Developing Markets	Mutual Fund	n/a	n/a	**	557,800
	Invesco Short Term Bond	Mutual Fund	n/a	n/a	**	268,259
	John Hancock Bond Fund, Class A	Mutual Fund	n/a	n/a	**	266,624
	John Hancock Disciplined Value Mid Cap	Mutual Fund	n/a	n/a	**	430,778
	JPMorgan Core Bond	Mutual Fund	n/a	n/a	**	3,727,296
	JPMorgan Mortgage-Backed Securities	Mutual Fund	n/a	n/a	**	234,833
	JPMorgan Small Cap Value	Mutual Fund	n/a	n/a	**	198,715
	MFS Core Equity	Mutual Fund	n/a	n/a	**	6,484,980
	MFS International New Discovery	Mutual Fund	n/a	n/a	**	360,259
	PIMCO Real Return Fund	Mutual Fund	n/a	n/a	**	456,626
	PGIM Jennison Small Company	Mutual Fund	n/a	n/a	**	5,033,096
	Pioneer Bond	Mutual Fund	n/a	n/a	**	459,480
	Pioneer Equity Income	Mutual Fund	n/a	n/a	**	190,314
	Pioneer Floating Rate	Mutual Fund	n/a	n/a	**	521,516
	Pioneer Fundamental Growth	Mutual Fund	n/a	n/a	**	413,991
	Pioneer Global Equity	Mutual Fund	n/a	n/a	**	201,755
	Pioneer Short Term Income	Mutual Fund	n/a	n/a	**	3,597,889
	Pioneer Strategic Income	Mutual Fund	n/a	n/a	**	912,689
	Principal MidCap Fund	Mutual Fund	n/a	n/a	**	11,262,653
	Transamerica International Equity	Mutual Fund	n/a	n/a	**	802,333
	Victory Sycamore Established Value	Mutual Fund	n/a	n/a	**	7,454,295
	Virtus Funds Duff Phelps Real Estate	Mutual Fund	n/a	n/a	**	231,053
	Pioneer Cash Reserves Fund - Class A	Money Market Mutual Fund	n/a	n/a	**	63,420
	Federated Treasury Obligations Fund	Money Market Mutual Fund	n/a	n/a	**	66,904
	Standard Stable Asset Fund III	Group Annuity Contract	n/a	n/a	**	436,532
	Standard Stable Asset Fund V	Group Annuity Contract	n/a	n/a	**	8,714,409
Total Investments						\$ 120,208,532

* Indicates a party in interest to the Plan.

** Cost information is omitted for participant directed investments.

The above information has been certified by Charles Schwab Trust Bank, the trustee, as being complete and accurate.

THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN

EIN 62-0222535

PLAN # 001

SUPPLEMENTAL SCHEDULE OF ASSETS HELD AT YEAR END
SCHEDULE H, LINE 4i

As of December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			(d) Cost	(e) Current Value
		Description of Investment	Maturity Date	Interest Rate		
	H.T. Hackney Utilized Managed Fund:					
	Coca-Cola Co.	Common Stock	n/a	n/a	\$ 8,751	\$ 25,045
	Costco Wholesale Corp.	Common Stock	n/a	n/a	3,967	39,605
	PepsiCo, Inc.	Common Stock	n/a	n/a	6,848	29,722
	The Procter & Gamble Co.	Common Stock	n/a	n/a	7,920	36,635
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	McKesson Corp.	Common Stock	n/a	n/a	70,301	173,618
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	Merck & Co., Inc.	Common Stock	n/a	n/a	12,432	38,157
	Pfizer, Inc.	Common Stock	n/a	n/a	19,940	26,631
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	Home Depot, Inc.	Common Stock	n/a	n/a	4,457	34,655
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	The Walt Disney Co.	Common Stock	n/a	n/a	5,414	24,830
	Whirlpool Corp.	Common Stock	n/a	n/a	72,132	60,885
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	Union Pacific Corp.	Common Stock	n/a	n/a	16,999	30,702
	Raytheon Technologies Corp.	Common Stock	n/a	n/a	8,682	18,931
	Alphabet, Inc. Cl. C	Common Stock	n/a	n/a	16,997	128,246
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	Cisco Systems, Inc.	Common Stock	n/a	n/a	12,032	32,838
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	Warner Bros Discovery, Inc.	Common Stock	n/a	n/a	179,000	69,987
	FleetCor Technologies, Inc.	Common Stock	n/a	n/a	89,599	120,109
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	Kenvue Inc	Common Stock	n/a	n/a	82,289	85,582
	Paypal Hldgs Inc	Common Stock	n/a	n/a	76,088	79,833
	Intel Corp.	Common Stock	n/a	n/a	12,558	23,869
	Mastercard Inc.	Common Stock	n/a	n/a	28,997	63,976
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	QUALCOMM, Inc.	Common Stock	n/a	n/a	6,936	25,310
	Verizon Communications	Common Stock	n/a	n/a	19,706	24,505
	Skyworks Solutions, Inc.	Common Stock	n/a	n/a	77,420	81,504
	Visa Inc.	Common Stock	n/a	n/a	27,825	58,579
	ChevronTexaco Corp.	Common Stock	n/a	n/a	19,959	41,019
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	Schlumberger Ltd.	Common Stock	n/a	n/a	106,279	191,247
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	Berkshire Hathaway, Inc.	Common Stock	n/a	n/a	26,681	106,998
	Citigroup, Inc.	Common Stock	n/a	n/a	17,801	20,576
	J.P. Morgan Chase & Co.	Common Stock	n/a	n/a	10,771	55,282
	Wells Fargo Company	Common Stock	n/a	n/a	20,342	27,071
	Laboratory Corp. of America Holdings	Common Stock	n/a	n/a	56,994	102,281
	Invesco Dynamic Food & Beverage ETF	Exchange-Traded Fund	n/a	n/a	32,350	45,852
	Select Sector SPDR - Industrial	Exchange-Traded Fund	n/a	n/a	109,745	219,431
	iShares PHLX Semiconductor ETF	Exchange-Traded Fund	n/a	n/a	55,014	115,220
	Select Sector SPDR - Materials	Exchange-Traded Fund	n/a	n/a	50,083	100,509
	Select Sector SPDR - Consumer Staples	Exchange-Traded Fund	n/a	n/a	37,341	77,432
	Select Sector SPDR - Health Care	Exchange-Traded Fund	n/a	n/a	45,818	184,113
	iShares Nasdaq Biotechnology ETF	Exchange-Traded Fund	n/a	n/a	50,246	64,529
	iShares U.S. Healthcare Providers ETF	Exchange-Traded Fund	n/a	n/a	81,320	111,584
	Select Sector SPDR - Consumer Discret.	Exchange-Traded Fund	n/a	n/a	116,413	339,739
	Select Sector SPDR - Communications Serv.	Exchange-Traded Fund	n/a	n/a	130,458	181,650
	Select Sector SPDR - Technology	Exchange-Traded Fund	n/a	n/a	97,161	486,012
	Select Sector SPDR - Energy	Exchange-Traded Fund	n/a	n/a	23,423	31,440
	iShares Dow Jones US Oil & Gas Expl & Prod	Exchange-Traded Fund	n/a	n/a	41,440	51,254
	Select Sector SPDR - Financial	Exchange-Traded Fund	n/a	n/a	21,995	62,980

See Independent Auditor's Report.

THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN

EIN 62-0222535

PLAN # 001

SUPPLEMENTAL SCHEDULE OF ASSETS HELD AT YEAR END (Continued)
SCHEDULE H, LINE 4i

As of December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			(d) Cost	(e) Current Value
		Description of Investment	Maturity Date	Interest Rate		
	iShares Dow Jones US Regional Bank	Exchange-Traded Fund	n/a	n/a	34,917	56,484
	iShares U.S. Insurance ETF	Exchange-Traded Fund	n/a	n/a	61,386	90,112
	Select Sector SPDR - Real Estate	Exchange-Traded Fund	n/a	n/a	10,514	17,426
	Select Sector SPDR - Utilities REIT	Exchange-Traded Fund	n/a	n/a	66,506	107,661
	SPDR S&P Emerging Markets SmallCap Fund	Exchange-Traded Fund	n/a	n/a	51,075	52,225
	Vanguard Emerging Market Fund	Exchange-Traded Fund	n/a	n/a	308,839	271,260
	iShares MSCI ACWI Index Fund	Exchange-Traded Fund	n/a	n/a	132,275	136,532
	iShares MSCI EAFE Index Fund	Exchange-Traded Fund	n/a	n/a	217,715	244,887
	iShares MSCI EAFE SmallCap Index Fund	Exchange-Traded Fund	n/a	n/a	47,552	63,447
	iShares 0-5 Year TIPS Bond ETF	Exchange-Traded Fund	n/a	n/a	349,871	330,277
	United States Treasury Note	US Government Obligation	5/15/2025	2.125%	597,545	532,533
	United States Treasury Note	US Government Obligation	5/15/2027	2.375%	620,770	522,715
	United States Treasury Note	US Government Obligation	6/30/2024	1.750%	146,262	147,498
	United States Treasury Note	US Government Obligation	2/15/2026	4.000%	200,000	199,141
	Federal Home Loan Bank	Agency Obligation	8/16/2028	1.000%	150,000	130,403
	Federal Home Loan Bank	Agency Obligation	7/8/2030	1.350%	200,000	166,274
	Federal Farm Credit Bank	Corporate Bonds	9/21/2027	0.750%	145,000	128,225
	Federal Farm Credit Bank	Corporate Bonds	9/23/2030	1.220%	100,000	81,921
	IBM Corp	Corporate Bonds	2/12/2024	3.625%	76,040	74,817
	Stryker Corp	Corporate Bonds	5/15/2024	3.375%	76,669	74,368
	Verizon Communications	Corporate Bonds	11/1/2024	3.500%	65,830	64,015
	Trane Technologies Lux	Corporate Bonds	3/21/2029	3.800%	80,712	72,665
	Broadcom Inc	Corporate Bonds	9/15/2026	3.459%	81,924	72,560
	McCormick & Co	Corporate Bonds	8/15/2027	3.400%	67,904	57,327
	CVS Health Corp	Corporate Bonds	3/25/2028	4.300%	58,548	49,210
	Fifth Third Bancorp	Corporate Bonds	1/16/2024	4.300%	76,915	74,906
	JP Morgan Chase & Co	Corporate Bonds	5/13/2024	3.625%	76,876	74,529
	Morgan Stanley	Corporate Bonds	10/23/2024	3.700%	67,322	64,156
	AmSouth Bancorp	Corporate Bonds	11/1/2025	6.750%	83,311	76,167
	MetLife Inc	Corporate Bonds	11/13/2025	3.600%	68,428	63,832
	Goldman Sachs Group Inc	Corporate Bonds	11/16/2026	3.500%	82,756	72,249
	Southern Power Co	Corporate Bonds	12/1/2025	4.150%	68,861	64,029
	Univ of Missouri Sys Fac Rev Taxable Ser A	Municipal Bonds	11/1/2027	2.012%	77,793	69,164
	Virginia St Cmwlth Univ Taxable Ser B	Municipal Bonds	11/1/2029	2.084%	75,371	66,337
	Metro Govt Nashville & Davidson Co TN Taxable					
	Vanderbilt Med Ctr Ser B	Municipal Bonds	7/1/2026	4.053%	80,910	73,616
	Martin & Company Small Cap Value Fund	Mutual Fund	n/a	n/a	1,225,766	2,078,421
	Federated Treasury Obligations Fund	Money Market Mutual Fund	n/a	n/a	696,307	696,307
Total H.T. Hackney Unitized Managed Fund					9,333,764	12,741,248

THE H.T. HACKNEY CO. EMPLOYEES PROFIT SHARING RETIREMENT PLAN

EIN 62-0222535

PLAN # 001

SUPPLEMENTAL SCHEDULE OF ASSETS HELD AT YEAR END (Continued)
SCHEDULE H, LINE 4i

As of December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			(d) Cost	(e) Current Value
		Description of Investment	Maturity Date	Interest Rate		
	AB Total Return Bond Portfolio, Class A	Mutual Fund	n/a	n/a	**	113,883
	AB Large Cap Growth Fund, Class A	Mutual Fund	n/a	n/a	**	32,946,304
	American - Capital World Growth & Income Fund, Class A	Mutual Fund	n/a	n/a	**	2,955,869
	BNY Mellon Equity Income Fund	Mutual Fund	n/a	n/a	**	391,106
	BNY Mellon International Stock Fund	Mutual Fund	n/a	n/a	**	2,015,436
	BNY Mellon Worldwide Growth Fund	Mutual Fund	n/a	n/a	**	626,810
	BNY Mellon Research Growth Fund, Class A	Mutual Fund	n/a	n/a	**	114,143
	Columbia Dividend Income Fund, Class A	Mutual Fund	n/a	n/a	**	8,592,783
	Columbia Emerging Markets Fund, Class A	Mutual Fund	n/a	n/a	**	460,162
	Columbia Limited Duration Credit	Mutual Fund	n/a	n/a	**	733,060
	Delaware Ivy Mid Cap Growth	Mutual Fund	n/a	n/a	**	286,012
	Delaware Small Cap Value Fund, Class A	Mutual Fund	n/a	n/a	**	1,581,800
	Fidelity Advisors Intl Cap Appreciation Fund, Class A	Mutual Fund	n/a	n/a	**	775,154
	Goldman Sachs Emerging Mkts Debt Fund, Class A	Mutual Fund	n/a	n/a	**	95,779
	Goldman Sachs Global Income Fund	Mutual Fund	n/a	n/a	**	628,575
	Goldman Sachs Small Cap Growth Insights	Mutual Fund	n/a	n/a	**	197,114
	Goldman Sachs International Equity Insights	Mutual Fund	n/a	n/a	**	955,876
	Goldman Sachs Small Cap Equity Insights	Mutual Fund	n/a	n/a	**	115,444
	Goldman Sachs International Small Cap Growth Insights	Mutual Fund	n/a	n/a	**	196,996
	Invesco Intl Small-Mid Company Fund	Mutual Fund	n/a	n/a	**	336,479
	Invesco Developing Markets	Mutual Fund	n/a	n/a	**	557,800
	Invesco Short Term Bond	Mutual Fund	n/a	n/a	**	268,259
	John Hancock Bond Fund, Class A	Mutual Fund	n/a	n/a	**	266,624
	John Hancock Disciplined Value Mid Cap	Mutual Fund	n/a	n/a	**	430,778
	JPMorgan Core Bond	Mutual Fund	n/a	n/a	**	3,727,296
	JPMorgan Mortgage-Backed Securities	Mutual Fund	n/a	n/a	**	234,833
	JPMorgan Small Cap Value	Mutual Fund	n/a	n/a	**	198,715
	MFS Core Equity	Mutual Fund	n/a	n/a	**	6,484,980
	MFS International New Discovery	Mutual Fund	n/a	n/a	**	360,259
	PIMCO Real Return Fund	Mutual Fund	n/a	n/a	**	456,626
	PGIM Jennison Small Company	Mutual Fund	n/a	n/a	**	5,033,096
	Pioneer Bond	Mutual Fund	n/a	n/a	**	459,480
	Pioneer Equity Income	Mutual Fund	n/a	n/a	**	190,314
	Pioneer Floating Rate	Mutual Fund	n/a	n/a	**	521,516
	Pioneer Fundamental Growth	Mutual Fund	n/a	n/a	**	413,991
	Pioneer Global Equity	Mutual Fund	n/a	n/a	**	201,755
	Pioneer Short Term Income	Mutual Fund	n/a	n/a	**	3,597,889
	Pioneer Strategic Income	Mutual Fund	n/a	n/a	**	912,689
	Principal MidCap Fund	Mutual Fund	n/a	n/a	**	11,262,653
	Transamerica International Equity	Mutual Fund	n/a	n/a	**	802,333
	Victory Sycamore Established Value	Mutual Fund	n/a	n/a	**	7,454,295
	Virtus Funds Duff Phelps Real Estate	Mutual Fund	n/a	n/a	**	231,053
	Pioneer Cash Reserves Fund - Class A	Money Market Mutual Fund	n/a	n/a	**	63,420
	Federated Treasury Obligations Fund	Money Market Mutual Fund	n/a	n/a	**	66,904
	Standard Stable Asset Fund III	Group Annuity Contract	n/a	n/a	**	436,532
	Standard Stable Asset Fund V	Group Annuity Contract	n/a	n/a	**	8,714,409
Total Investments						\$ 120,208,532

* Indicates a party in interest to the Plan.

** Cost information is omitted for participant directed investments.

The above information has been certified by Charles Schwab Trust Bank, the trustee, as being complete and accurate.

See Independent Auditor's Report.