

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 G. E. C., INC. EMPLOYEES ' RETIREMENT SAVINGS PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 12/01/1987
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) G. E. C., INC. 8282 GOODWOOD BLVD BATON ROUGE, LA 70806
2b	Employer Identification Number (EIN) 72-1268093
2c	Plan Sponsor's telephone number 225-612-4128
2d	Business code (see instructions) 541330

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.	10/11/2024	ERIC WILLIAMSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 481
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) 320 6a(2) 305 6b 0 6c 116 6d 421 6e 3 6f 424 6g(1) 351 6g(2) 420 6h 7
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

2E 2F 2G 2J 2K 2R 3D 2T 3H 2S

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan G. E. C., INC. EMPLOYEES ' RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 G. E. C., INC.	D Employer Identification Number (EIN) 72-1268093	

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 JOHN HANCOCK USA					
(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
01-0233346	65838	GE0802	420	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	
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	1886709
c	Additions: (1) Contributions deposited during the year	7c(1)	261224
	(2) Dividends and credits	7c(2)	
	(3) Interest credited during the year	7c(3)	37544
	(4) Transferred from separate account.....	7c(4)	
	(5) Other (specify below)	7c(5)	
	(6) Total additions	7c(6)	298768
d	Total of balance and additions (add lines 7b and 7c(6))	7d	2185477
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	
	(2) Administration charge made by carrier	7e(2)	
	(3) Transferred to separate account.....	7e(3)	
	(4) Other (specify below)	7e(4)	92690
	▶ (DISTRIBUTIONS, TRANSFERS TO OTHER INVESTMENTS AND JHRPS RECORDKEEPING CHARGES)		
	(5) Total deductions	7e(5)	92690
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	2092787

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)	0
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)	0
(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)	0
(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 G. E. C., INC. EMPLOYEES ' RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 G. E. C., INC.	D Employer Identification Number (EIN) 72-1268093	

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
--

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

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

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

AHRENS INVESTMENT PARTNERS

20-4991123

(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?
27	RETAINED BY EMPLOYER	38879	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

JOHN HANCOCK

01-0233346

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 52 62 64	RETAINED BY EMPLOYER	18193	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE 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 G. E. C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 G. E. C., INC.	D Employer Identification Number (EIN) 72-1268093	

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	49510	30921
(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)	16818460	20177580
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	1886710	2092787
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	18754680	22301288
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	18754680	22301288

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)	175281	
(B) Participants	2a(1)(B)	1143247	
(C) Others (including rollovers)	2a(1)(C)	137809	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1456337
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	1926	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1926
(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)	400718	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		400718
(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)		2638033
c Other income	2c		37543
d Total income. Add all income amounts in column (b) and enter total	2d		4534557

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	929809	
(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)		929809
f Corrective distributions (see instructions)	2f		1068
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)	12286	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	44786	
(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)		57072
j Total expenses. Add all expense amounts in column (b) and enter total	2j		987949

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		3546608
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: **THOMAS, WILSON, RAGUSA, UFFMAN & CO**

(2) EIN: **72-1086666**

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?	☒		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan G. E. C., INC. EMPLOYEES ' RETIREMENT SAVINGS PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 G. E. C., INC.		D Employer Identification Number (EIN) 72-1268093
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 80-0709115		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	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>Q702971A</u> .	

G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

AUDITED FINANCIAL STATEMENTS
December 31, 2023 and 2022



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INDEPENDENT AUDITORS' REPORT

To the Administrative Committee of the
G.E.C., Inc. Employees' Retirement Savings Plan
Baton Rouge, Louisiana

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

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

Management has obtained a certification from a qualified institution 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 F to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 G.E.C., Inc. Employees' Retirement Savings 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 these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the 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 G.E.C., Inc. Employees' Retirement Savings 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 G.E.C., Inc. Employees' Retirement Savings Plan's ability to continue as a going concern for a reasonable period of time.

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

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



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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 Schedule Required by ERISA

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

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

In our opinion—

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

TWRU

CPAs and Financial Advisors
Baton Rouge, Louisiana
October 10, 2024

G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
(See Notes to Financial Statements)

	December 31,	
	2023	2022
ASSETS		
INVESTMENTS AT FAIR VALUE:		
Money Market Funds	\$ 19,951	\$ 39,797
Mutual Funds	<u>20,157,629</u>	<u>16,778,663</u>
TOTAL INVESTMENTS AT FAIR VALUE	20,177,580	16,818,460
INVESTMENT AT CONTRACT VALUE	2,092,787	1,886,710
RECEIVABLES:		
Participant Contributions	28,303	25,413
Employer Contributions	474	71,762
Notes Receivable from Participants	<u>30,921</u>	<u>49,510</u>
TOTAL RECEIVABLES	<u>59,698</u>	<u>146,685</u>
TOTAL ASSETS	22,330,065	18,851,855
LIABILITIES		
Excess Contributions Payable	<u>76,741</u>	<u>-</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 22,253,324</u>	<u>\$ 18,851,855</u>

G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEAR ENDED DECEMBER 31, 2023
(See Notes to Financial Statements)

ADDITIONS

Additions to Net Assets Attributed to:

Investment Income:

Net Gains from Mutual Fund Investments
Interest on Investments

\$ 3,037,616
38,678

TOTAL INVESTMENT INCOME

3,076,294

Interest Income on Notes Receivable from Participants

1,926

Contributions:

Participants
Employer's
Rollover Contributions

1,146,137
103,993
137,809

TOTAL CONTRIBUTIONS

1,387,939

TOTAL ADDITIONS

4,466,159

DEDUCTIONS

Deductions from Net Assets Attributed to:

Benefits Paid to Participants
Corrective Distributions - Excess Deferrals
Administrative Expense

(929,809)
(77,809)
(57,072)

TOTAL DEDUCTIONS

(1,064,690)

NET INCREASE

3,401,469

NET ASSETS AVAILABLE FOR BENEFITS AT BEGINNING OF YEAR

18,851,855

NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR

\$ 22,253,324



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G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

NOTES TO FINANCIAL STATEMENTS -1-
December 31, 2023 and 2022

A. DESCRIPTION OF PLAN

The following description of the G.E.C., Inc. ("Company") 401(k) Employees' Retirement Plan ("Plan") provides only general information. Participants should refer to the Plan for a more complete description of the Plan's provisions.

1. General – The Plan is a defined contribution plan covering all 'common law' employees of the Company who are age twenty-one or older and have completed three months of service. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The following affiliated companies related through common ownership have adopted the Plan: G.E.C., Inc., Industrial Fabrics, Inc., Premier Concrete Products, Inc., Noble Consultants, Inc. and Coastal Technologies Corporation.

2. Contributions – Each year, participants may contribute a percentage of pre-tax annual eligible compensation, subject to certain annual limitations. The maximum employee contribution for 2023 was \$22,500. Participants who have attained age fifty before the end of the plan year are eligible to make catch-up contributions. The maximum catch-up contribution for 2023 was \$7,500. Participants may also roll over part or all of an eligible rollover distribution received from a prior employer's qualified plan. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers thirty-one mutual funds, one money market fund and one common collective trust (CCT) fund as investment options for participants. The Company may make discretionary matching contributions to be determined annually based on a percentage of employee pretax contributions. Additional amounts may be contributed at the option of the Company's management. Employer contributions are made for active employees throughout the plan year. During 2023, the Company matched twenty-five percent of the first \$5,000 of employee contributions.

During the year ended December 31, 2022, the Company chose to make a qualified nonelective contribution (QNEC) on behalf of its employees to correct failed nondiscrimination tests. The amount of the QNEC was \$68,471 and is included in employer contributions receivable at December 31, 2022 and was funded on March 21, 2023.

3. Participant Accounts – Each participant's account is credited with the participant's contribution and allocations of the Company's contribution, plan earnings, and charged with an allocation of administrative expenses. Allocations are based on Participant earnings or account balances, as defined. Forfeited balances of terminated participants' non-vested accounts are used to reduce administrative expenses that would otherwise be paid by the employer. The benefit to which a participant is entitled is the benefit that can be provided from the Participant's vested account.
4. Vesting – Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's matching and discretionary matching contribution portion of their accounts plus actual earnings thereon is based on years of continuous service. A participant is fully vested after five years of credited service. Merged assets follow the Non-surviving plan's vesting schedule of 6 years and 100% vesting on safe harbor matching contributions. QNEC's are immediately 100% vested.
5. Payment of Benefits – On termination of service due to death, disability, or retirement a participant may elect to receive a lump sum amount equal to the value of the Participant's vested interest in his/her account, or installments over a period of not more than your assumed life expectancy or the assumed life expectancies of you and your beneficiary.



G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

NOTES TO FINANCIAL STATEMENTS -2-
December 31, 2023 and 2022

A. DESCRIPTION OF PLAN (CONTINUED)

5. Payment of Benefits (Continued)- Effective March 20, 2006, the Plan was amended to state that GEC's plan contains a provision for the automatic rollover of mandatory distributions pursuant to Section 401(a) (31) (B) of the Internal Revenue Code. The plan's automatic rollover provision requires a terminated participant's vested accrued account balance of more than \$1,000 but not more than \$5,000 except as otherwise permitted under the Code and adopted by the plan to be automatically rolled over to an Individual Retirement Account or Annuity (IRA) under certain circumstances. GEC will only direct the rollover of a Mandatory Distribution after providing the terminated participant with a written notification explaining the participant's right to receive the amount in question or to have it transferred directly to an eligible retirement plan and absent an affirmative election form the participant, the Plan Supervisor will automatically rollover the amount into an IRA.

All material disbursements of the amounts allocated to accounts of participants who elected to withdraw were made as of December 31, 2023.

6. Notes Receivable from Participants- Loans are available on a reasonably equivalent basis to participants who are creditworthy. The Administrator may request that participants provide additional information, such as financial statements, tax returns, and credit reports to make this determination.

All loans must be adequately secured. Participants must sign a promissory note along with a loan pledge. Generally, participants must use their account balance as security for the loan, provided the outstanding loan balance does not exceed fifty percent of their vested account balance. In certain cases, the Administrator may require participants to provide additional collateral to receive a loan.

Participants are charged a reasonable rate of interest for any loan received from the plan. The Administrator will determine a reasonable rate of interest by reviewing the interest rates charged for similar types of loans by other lenders.

Participant loans provide for level amortization with payments to be made not less frequently than quarterly. Generally, the term of the loan may not exceed five (5) years. However, if the loan is for the purchase of principal residence, the Administrator may permit a longer repayment term. Unless approved by the Administrator, loans must be repaid through payroll deductions. In the event a participant has unpaid leave of absence or goes on military leave while they have an outstanding loan, participants must contact the Administrator to discuss their repayment options.

All loans will be considered a direct investment of a participants account under the Plan. All payments of principal and interest on a loan will be credited to the Participant's account.

The amount the Plan may loan to participants is limited by rules under the Internal Revenue Code. All loans, when added to the outstanding balance of all other loans from the Plan, will be limited to the lesser of:

- a) \$50,000 reduced by the excess, if any, of the Participant's highest outstanding balance of loans from the plan during the one-year period prior to the date of the loan over your current outstanding balance of loans; or
- b) $\frac{1}{2}$ of the Participant's account balance.

No loan in the amount less than \$1,000 will be made.

Participants are limited to one loan at a time.

G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

NOTES TO FINANCIAL STATEMENTS -3-
December 31, 2023 and 2022

A. DESCRIPTION OF PLAN (CONTINUED)

6. Notes Receivable from Participants (Continued) - Loans to participants will only be granted if the participant incurs a financial hardship or have a specified need. For this purpose, if a participant or members of a participant's immediate family incur significant health expenses or a loss of income due to illness, disability or death, a participant may apply for a loan. Participants may also obtain a loan to help establish a principal residence or to pay for a college education, including graduate studies, for the participant or dependents.

If a participant fails to make payments when they are due under the terms of the loan, the participant will be considered "in default." The Administrator will consider the loan to be in default if any scheduled loan repayment is not paid by the end of the calendar quarter following the calendar quarter in which the missed payment was due. The Plan would then have authority to take all reasonable actions to collect the balance owed on the loan. This could include filing a lawsuit or foreclosing on the security for the loan. Under certain circumstances, a loan that is in default may be considered a distribution from the Plan and could result in taxable income to the participant. In any event, failure to repay a loan will reduce the benefit a participant would otherwise be entitled to from the Plan.

If a participant becomes entitled to a distribution from the plan (except in the case of an in-service distribution or a hardship distribution) the loan becomes due and payable in full immediately. Participants may repay the entire outstanding balance of the loan (including any accrued interest). If participants do not repay the entire outstanding loan balance, the vested account balance will be reduced by the remaining outstanding balance of the loan.

Total outstanding participant loans at December 31, 2023 and 2022 were \$30,921 and \$49,510, respectively.

7. Forfeited Accounts- At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$19,951 and \$39,797, respectively. These accounts are used to reduce current and future employer contributions and administrative expenses. For the year ended December 31, 2023, employer contributions were reduced by \$41,864 from forfeited non-vested accounts.
8. Rollover Contributions- Rollover contributions represent transfers of eligible cash distributions from any other qualified plans through a direct transfer from such plan.
9. Hardship Distributions - Hardship distributions may be made but are limited to the total amount of a participant's elective deferrals credited to the participant's account, further reduced by the amount of any prior hardship distributions.
10. Expenses - Fees paid for record keeping and investment management services are paid from participant accounts. The annual audit fees and other administrative expenses were paid by the plan sponsor. Periodically, administrative expenses may be paid from the Plan's Hancock ERISA revenue sharing account. There were no fees paid from the ERISA revenue sharing account for the year ended December 31, 2023. The balance in the ERISA account as of December 31, 2023 and 2022 was \$9,252 and \$9,077, respectively.



G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

NOTES TO FINANCIAL STATEMENTS -4-
December 31, 2023 and 2022

B. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Investment contracts held by a defined-contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts such as stable value funds. Contract value is the relevant measurement attribute for that portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan.

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

3. Investment Valuation and Income Recognition- The Plan's investments are stated at fair 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. See Note C for discussion of fair value measurements.

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

Net realized gains or losses on investment sales represent the difference between the sale proceeds and the cost of the investments, or the adjusted market price. Net unrealized appreciation or depreciation on investments held at the end of the Plan year represents the net change in fair value of investments during the year. The Statements of Changes in Net Assets Available for Benefits presents the net appreciation or depreciation in fair value of investments, which consists of realized and unrealized gains and losses.

4. Notes Receivable from Participants – Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 or 2022. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan is reduced, and a benefit payment is recorded.

5. Payment of Benefits- Benefits are recorded when paid.



G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

NOTES TO FINANCIAL STATEMENTS -5-
December 31, 2023 and 2022

C. FAIR VALUE MEASUREMENTS

The fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority. Level 2 inputs consist of observable inputs other than quoted prices for identical assets (Level 1). Level 3 inputs are unobservable and have the lowest priority.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 2 inputs would be used for investments for which Level 1 inputs were not available. Level 3 inputs would only be used if Level 1 or Level 2 inputs were not available. There are no plan assets requiring the use of Level 2 or Level 3 inputs for the periods presented.

Level 1 Fair Value Measurements-

Money Market Funds: Valued at the NAV of \$1 per share on a daily basis. The money market funds held by the Plan are deemed to be highly liquid and actively traded.

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 Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

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:

Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Money Market Funds	\$ 19,951	\$ -	\$ -	\$ 19,951
Mutual Funds	20,157,629	-	-	20,157,629
Total Plan Assets at Fair Value	<u>\$ 20,177,580</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$20,177,580</u>

Assets at Fair Value as of December 31, 2022				
	Level 1	Level 2	Level 3	Total
Money Market Funds	\$ 39,797	\$ -	\$ -	\$ 39,797
Mutual Funds	16,778,663	-	-	16,778,663
Total Plan Assets at Fair Value	<u>\$ 16,818,460</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 16,818,460</u>

Gains and losses included in changes in net assets available for benefits for the years ended December 31, 2023 and 2022, are reported in net gains from investments.

G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

NOTES TO FINANCIAL STATEMENTS -6-
December 31, 2023 and 2022

D. STABLE VALUE FUND

In 2020, the Plan began offering a stable value investment option, the John Hancock Stable Value Guaranteed Income Fund (the 'Fund'). The Fund invests in fully benefit-responsive investment contracts.

Because the guaranteed investment contract meets the criteria to be considered fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributed to the guaranteed investment contract. The guaranteed investment contract is presented on the face of the statement of net assets available for benefits at contract value. Contract value, as reported by John Hancock Trust Company, LLC, 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 full contract value.

There are no reserves against the contract value for credit risk of the contract issuer or otherwise. The contract value of the investment contract at December 31, 2023 and 2022, was \$2,092,787 and \$1,886,710, respectively. The crediting interest is based on a formula agreed upon with the issuer but may not be less than 1%. Such interest rates are reviewed on a periodic basis for resetting.

Certain events limit the plan's ability to transact at contract value with John Hancock Trust Company, LLC. Such events include the following: (a) amendments to the plan documents (including complete or partial plan termination or merger with another plan), (b) changes to Plan's prohibition or competing investment options or deletion of equity was provision, (c) bankruptcy of the plan sponsor or other plan sponsor events that cause significant withdrawals from the Plan, or (d) the failure of the trust to qualify for exemption from federal income taxed or any required prohibited transaction exemption under Employee Retirement Income security Act of 1974. Furthermore, certain events would allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Examples of such events include (a) an uncured breach of the Plan's investment guidelines, (b) a material amendment to the contract without the issuer's consent, (c) a violation of a material obligation under the contract, or (d) a material misrepresentation. The plan administrator does not believe that the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with plan participants, is probable.

The Plan's ability to receive amounts due in accordance with the fully benefit-responsive investment contracts is dependent on the third-party issuers' ability to meet their financial obligations. The issuers' ability to meet its contractual obligations may be effected by future economic and regulatory developments.

E. 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 Plan termination, Participants will become 100 percent vested in their accounts.



G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

NOTES TO FINANCIAL STATEMENTS -7-
December 31, 2023 and 2022

F. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE (Unaudited)

The following information included in the accompanying financial statements and supplemental schedule as of and for the years ended December 31, 2023 and 2022, was obtained from data that has been prepared and certified to as complete and accurate by John Hancock Trust Company, LLC, the trustee.

	<u>2023</u>
Investment at Fair Value:	
Federated Hermes Strat Inc IS	\$ 197,371
Invesco Total Return Bond Y	260,098
PIMCO Income Fund Institutional Class	583,782
Vanguard Long Term Treasury Index Admiral	137,869
Vanguard Short Term Grade Admiral	89,199
Vanguard Total Bond Market Index Admiral	335,841
Vanguard 500 Index Fund	1,152,631
Vanguard Balanced Index Fund	360,998
Vanguard Real Estate Index Fund	74,890
Vanguard Value Index Fund Admiral	2,830,490
Vanguard Small Growth Admiral	139,692
Vanguard International Growth Fund Admiral	505,017
American New Perspective R6	744,866
American Target 2020 Fund R6	1,551,203
American Target 2025 Fund R6	997,386
American Target 2030 Fund R6	337,988
American Target 2035 Fund R6	2,807,218
American Target 2040 Fund R6	471,953
American Target 2045 Fund R6	1,039,692
American Target 2050 Fund R6	478,709
American Target 2055 Fund R6	405,952
American Target 2060 Fund R6	139,468
Columbia Dividend Fund A	177,240
Columbia Overseas Value International 3	218,570
Fidelity Advisor Balanced Z	178,876
Fidelity Mid Cap Index Fund	1,133,059
Eagle Mid Cap Growth R5	544,546
T Rowe Price Blue Chip Index Fund	1,014,609
T Rowe Price QM US Small Cap Growth Equity	297,084
T Rowe Price Science and Technology	59,933
TIAA-CREF Large Cap Growth Index I	877,094
Franklin Utilities Fund	2,337
Fidelity Advisor Biotechnology Fund I	2,836
Parnassus Endeavor Fund	9,132
John Hancock Stable Value Guaranteed Income – (Contract Value)	2,092,787
JP Morgan US Government Money Market Portfolio	19,951
Participant Loans	<u>30,921</u>
TOTAL	<u>\$22,301,288</u>
Investment and Participant Loan Income	<u>\$ 3,078,220</u>



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G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

NOTES TO FINANCIAL STATEMENTS -8-
December 31, 2023 and 2022

F. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE (Unaudited) (CONTINUED)

	<u>2022</u>
Investment at Fair Value:	
Federated Hermes Strat Inc IS	\$ 143,377
Invesco Total Return Bond Y	234,919
PIMCO Income Fund Institutional Class	384,961
Vanguard Long Term Treasury Index Admiral	61,457
Vanguard Short Term Grade Admiral	275,619
Vanguard Total Bond Market Index Admiral	334,422
Vanguard 500 Index Fund	854,751
Vanguard Balanced Index Fund	826,556
Vanguard Real Estate Index Fund	64,121
Vanguard Value Index Fund Admiral	2,414,777
Vanguard Small Growth Admiral	98,853
Vanguard International Growth Fund Admiral	492,396
American New Perspective R6	528,323
American Target 2020 Fund R6	1,412,392
American Target 2025 Fund R6	848,174
American Target 2030 Fund R6	281,185
American Target 2035 Fund R6	2,274,781
American Target 2040 Fund R6	329,547
American Target 2045 Fund R6	808,885
American Target 2050 Fund R6	270,743
American Target 2055 Fund R6	315,962
American Target 2060 Fund R6	60,769
Columbia Dividend Fund A	195,299
Columbia Overseas Value International 3	190,471
Fidelity Advisor Balanced Z	125,088
Fidelity Mid Cap Index Fund	937,665
Eagle Mid Cap Growth R5	451,717
T Rowe Price Blue Chip Index Fund	714,510
T Rowe Price QM US Small Cap Growth Equity	165,589
T Rowe Price Science and Technology	55,683
TIAA-CREF Large Cap Growth Index I	579,572
John Hancock Stable Value Guaranteed Income – (Contract Value)	1,886,710
JP Morgan US Government Money Market Portfolio	39,797
Participant Loans	<u>49,510</u>
	<u>\$18,754,680</u>
TOTAL	<u>\$ (3,252,173)</u>
Investment and Participant Loan Income (Loss)	

G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

NOTES TO FINANCIAL STATEMENTS -9-
December 31, 2023 and 2022

G. TAX STATUS

Internal Revenue Service has determined and informed the Company by a letter dated June 30, 2020, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken 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; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2020.

H. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities, including, but not limited to, mutual funds and stable value funds. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

I. RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500

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

	December 31, 2023	2022
Net Assets Available for Benefits per the financial statements	\$22,253,324	\$18,851,855
Adjustment to Record Participant and Employer Contributions Receivable	(28,777)	(97,175)
Adjustment to Record Excess Contributions Payable	<u>76,741</u>	<u>-</u>
Net Assets Available for Benefits per Schedule H to the Form 5500	<u>\$22,301,288</u>	<u>\$18,754,680</u>

The following is a reconciliation of contributions per the financial statements for the year ended December 31, 2023 to Schedule H of Form 5500:

	2023
Participant Contributions per the Financial Statements	\$ 1,146,137
Increase in Participant Contributions Receivable at December 31, 2023	<u>(2,890)</u>
Participant Contributions per Schedule H of the Form 5500	<u>\$ 1,143,247</u>



G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
Baton Rouge, Louisiana

NOTES TO FINANCIAL STATEMENTS -10-
December 31, 2023 and 2022

I. RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500 (CONTINUED)

The following is a reconciliation of contributions per the financial statements for the year ended December 31, 2023 to Schedule H of Form 5500 (Continued):

	<u>2023</u>
Employer Contributions per the Financial Statements	\$ 103,993
Decrease in Employer Contributions Receivable at December 31, 2023	<u>71,288</u>
Employer Contributions per Schedule H of the Form 5500	<u>\$ 175,281</u>

The following is a reconciliation of corrective distributions per the financial statements for the year ended December 31, 2023 to Schedule H of Form 5500:

	<u>2023</u>
Corrective Distributions-Excess Deferrals per the Financial Statements	\$ 77,809
Increase in Excess Contributions Payable at December 31, 2023	<u>(76,741)</u>
Corrective Distributions per Schedule H of the Form 5500	<u>\$ 1,068</u>

The Form 5500 is prepared on the cash basis of accounting.

J. RELATED PARTY TRANSACTIONS AND PARTY IN INTEREST TRANSACTIONS

Certain Plan investments are shares of mutual funds and a common collective trust managed by the third-party administrator. John Hancock Retirement Plan Services is the third-party administrator and record keeper as of December 31, 2023. Investments held by John Hancock stable value income fund as of December 31, 2023 and 2022 were \$2,092,787 and \$1,886,710, respectively. Investment fees paid in 2023 by the Plan to John Hancock Retirement Plan Services are included in net gains from investments. Fees paid in 2023 for administrative services are included in administrative expenses.

K. EXCESS CONTRIBUTIONS

Contributions in excess of amounts allowed by the Internal Revenue Service paid in 2024 were \$76,741 for the year ended December 31, 2023. There were no excess contributions for the year ended December 31, 2022.

L. SUBSEQUENT EVENTS

The Plan has evaluated subsequent events through October 10, 2024, the date the financial statements were available to be issued.

G.E.C., INC. EMPLOYEES' RETIREMENT SAVINGS PLAN
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SUPPLEMENTAL SCHEDULE
Form 5500 - Schedule H, Line 4i: Schedule of Assets (Held at End of Year)
December 31, 2023

G.E.C., Inc. Employees' Retirement Savings Plan
Federal ID # 72-1268093
Plan # 001

(a) Party in Interest	(b) Identity of Issuer, Broker, <u>Lessor of Similar Party</u>	(c) Description of <u>Investment</u>	(d) Cost	(e) Current Value
*	JH Stable Value Guaranteed Income	Guaranteed Investment Contract	**	\$ 2,092,787
	Federated Hermes Strat Inc IS	Shares of Mutual Fund	**	197,371
	Invesco Total Return Bond Y	Shares of Mutual Fund	**	260,098
	PIMCO Income Fund Institutional Class	Shares of Mutual Fund	**	583,782
	Vanguard Long Term Treasury Index Admiral	Shares of Mutual Fund	**	137,869
	Vanguard Short Term Grade Admiral	Shares of Mutual Fund	**	89,199
	Vanguard Total Bond Market Index Admiral	Shares of Mutual Fund	**	335,841
	Vanguard 500 Index Fund Admiral	Shares of Mutual Fund	**	1,152,631
	Vanguard Balanced Index Fund	Shares of Mutual Fund	**	360,998
	Vanguard Real Estate Index Admiral	Shares of Mutual Fund	**	74,890
	Vanguard Value Index Fund Admiral	Shares of Mutual Fund	**	2,830,490
	Vanguard Small Growth Admiral	Shares of Mutual Fund	**	139,692
	Vanguard International Growth Fund Admiral	Shares of Mutual Fund	**	505,017
	American Target 2020 Fund R6	Shares of Mutual Fund	**	1,551,203
	American Target 2025 Fund R6	Shares of Mutual Fund	**	997,386
	American Target 2030 Fund R6	Shares of Mutual Fund	**	337,988
	American Target 2035 Fund R6	Shares of Mutual Fund	**	2,807,218
	American Target 2040 Fund R6	Shares of Mutual Fund	**	471,953
	American Target 2045 Fund R6	Shares of Mutual Fund	**	1,039,692
	American Target 2050 Fund R6	Shares of Mutual Fund	**	478,709
	American Target 2055 Fund R6	Shares of Mutual Fund	**	405,952
	American Target 2060 Fund R6	Shares of Mutual Fund	**	139,468
	American New Perspective R6	Shares of Mutual Fund	**	744,866
	Columbia Dividend Fund A	Shares of Mutual Fund	**	177,240
	Columbia Overseas Value International 3	Shares of Mutual Fund	**	218,570
	Fidelity Advisor Balanced Z	Shares of Mutual Fund	**	178,876
	Fidelity Mid Cap Index Fund	Shares of Mutual Fund	**	1,133,059
	Eagle Mid Cap Growth R5	Shares of Mutual Fund	**	544,546
	T Rowe Price Blue Chip Growth I	Shares of Mutual Fund	**	1,014,609
	T Rowe Price QM US Small Cap Growth Equity	Shares of Mutual Fund	**	297,084
	T Rowe Price Science and Technology	Shares of Mutual Fund	**	59,933
	TIAA-CREF Large Cap Growth Index I	Shares of Mutual Fund	**	877,094
	Franklin Utilities Fund	Shares of Mutual Fund	**	2,337
	Fidelity Advisor Biotechnology Fund I	Shares of Mutual Fund	**	2,836
	Parnassus Endeavor Fund Inv	Shares of Mutual Fund	**	9,132
	JPMorgan US Government Money Market	Money Market	19,951	19,951
	Participant Loans	4.25% - 9.50%	\$ -	30,921
	Total Assets Held at End of Year			<u>\$ 22,301,288</u>

* Indicates Related Party

** Cost figures omitted because all investments are participant directed.

See Independent Auditors' Report.