

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

Part II	Basic Plan Information—enter all requested information
1a	Name of plan QMC-EMI HOLDING CORPORATION PROFIT SHARING & 401(K) PLAN
1b	Three-digit plan number (PN) ▶ 002
1c	Effective date of plan 01/01/2019
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) QUALITY METALCRAFT, INC. 28101 SCHOOLCRAFT ROAD LIVONIA, MI 48150
2b	Employer Identification Number (EIN) 38-1743919
2c	Plan Sponsor's telephone number 734-261-6700
2d	Business code (see instructions) 336300

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	DENISE HANSEN
	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	5 390
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) 276 6a(2) 255 6b 0 6c 109 6d 364 6e 1 6f 365 6g(1) 354 6g(2) 345 6h 2
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 2S 2T 3D 3H

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

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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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 0
- (4)** ☒ **C** (Service Provider Information)
- (5)** ☒ **D** (DFE/Participating Plan Information)
- (6)** ☐ **G** (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

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

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan QMC-EMI HOLDING CORPORATION PROFIT SHARING & 401(K) PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 QUALITY METALCRAFT, INC.	D Employer Identification Number (EIN) 38-1743919	

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
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

(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)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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?
37 60 64 65	RECORDKEEPER	48979	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

DAHRING CUSMANO AND ASSOCIATES

37-1444529

(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	ADVISOR	46879	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TRP MID CAP GROWTH - T. ROWE PRICE 52-2269240	0.15%	

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

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

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

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

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

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan QMC-EMI HOLDING CORPORATION PROFIT SHARING & 401(K) PLAN	B Three-digit plan number (PN) ►	002
C Plan sponsor's name as shown on line 2a of Form 5500 QUALITY METALCRAFT, INC.	D Employer Identification Number (EIN) 38-1743919	

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	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	20991	25570
(2) Participant contributions	1b(2)	51697	57685
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	20	21
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	501452	413085
(9) Value of interest in common/collective trusts	1c(9)	837746	647818
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	23876063	28424523
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	25287969	29568702
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
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	25287969	29568702

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)	846812	
(B) Participants	2a(1)(B)	2001450	
(C) Others (including rollovers)	2a(1)(C)	194146	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		3042408
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	1	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	24080	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		24081
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	729428	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		729428
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(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)	0	
(B) Other	2b(5)(B)	0	
(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)		144974
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		3561279
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		7502170

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	3122206	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		3122206
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		3374
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	1200	
(3) Recordkeeping fees.....	2i(3)	47779	
(4) IQPA audit fees.....	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	46878	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		95857
j Total expenses. Add all expense amounts in column (b) and enter total	2j		3221437

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		4280733
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

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: **SCHREIBER ADVISOR PC**

(2) EIN: **46-1282767**

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?	☒		10000000
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 QMC-EMI HOLDING CORPORATION PROFIT SHARING & 401(K) PLAN				B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 QUALITY METALCRAFT, INC.				D Employer Identification Number (EIN) 38-1743919	
Part I Distributions					
All references to distributions relate only to payments of benefits during the plan year.					
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....				1	
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107					
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.					
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year				3	
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)					
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A					
If the plan is a defined benefit plan, go to line 8.					
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____					
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.					
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)				6a	
b Enter the amount contributed by the employer to the plan for this plan year.....				6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)				6c	
If you completed line 6c, skip lines 8 and 9.					
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A					
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A					
Part III Amendments					
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☐ No					
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.					
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No					
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No					
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No					
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No					
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.				Schedule R (Form 5500) 2023 v. 230707	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No 21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2). ☒ Design-based safe harbor method ☐ "Prior year" ADP test ☒ "Current year" ADP test ☐ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter <u>06 / 30 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q702438A</u> .	

QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

Financial Statements & Supplemental Information

FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

Financial Statements

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Schedule H, Line 4i – Schedule of Assets (Held at End of Year)	14

Independent Auditor's Report

To the Plan Administrator of the
QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

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

We have performed an audit of the accompanying financial statements of QMC-EMI Holding Corporation Profit Sharing & 401(k) 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 December 31, 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 audit of QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2023, and December 31, 2022 and accurate.

Opinion

In our opinion, based on our audit 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 audit 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 QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. 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 QMC-EMI Holding Corporation Profit Sharing & 401(k) 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 QMC-EMI Holding Corporation Profit Sharing & 401(k) 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 QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audit 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.



Schreiber Advisors, P.C.
6905 Telegraph Road, Suite 300
Bloomfield Hills, MI 48301
(248) 689-7550

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

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

Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, line 4a-schedule of delinquent participant contributions and Schedule H, line 4i-schedule of assets (held at end of year) at December 31, 2023 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion—

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

Schreiber Advisors, P.C.

Schreiber Advisors, P.C.
Bloomfield Hills, Michigan

August 5, 2024

QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

Statements of Net Assets Available for Benefits

AS OF AS OF DECEMBER 31, 2023 AND 2022 AND AS OF DECEMBER 31, 2023 AND 2022

	<u>ASSETS</u>	
	<u>2023</u>	<u>2022</u>
Investments, at Fair Value:		
Pooled Separate Accounts	\$ 28,424,523	\$ 23,876,063
Interest Bearing Cash	21	20
Common Collective Trust	647,818	837,746
Total Investments, at Fair Value	<u>29,072,362</u>	<u>24,713,829</u>
Receivables:		
Contributions Receivable From Employer	25,570	20,991
Contributions Receivable From Participants	57,685	51,697
Notes Receivable from Participants	413,085	501,452
Total Receivables	<u>496,340</u>	<u>574,140</u>
Total Assets	<u>\$ 29,568,702</u>	<u>\$ 25,287,969</u>
 <u>NET ASSETS AVAILABLE FOR BENEFITS</u>		
Net Assets Available for Benefits	<u>\$ 29,568,702</u>	<u>\$ 25,287,969</u>

See Independent Auditor's Reports and Notes to Financial Statements

QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

Statement of Changes in Net Assets Available for Benefits

FOR THE YEAR ENDED DECEMBER 31, 2023

	2023
ADDITIONS:	
<u>Additions to Net Assets Attributed to:</u>	
Investment Income:	
Net Appreciation in Fair Value of Pooled Separate Accounts	\$ 3,561,279
Net Appreciation in Fair Value of Common Collective Trusts	144,974
Interest and Dividends Reinvested Into Plan	<u>729,428</u>
 Interest Income on Notes Receivable from Participants	 <u>24,081</u>
 Contributions:	
Employer	846,812
Participants	2,001,450
Rollovers	<u>194,146</u>
Total Contributions	<u>3,042,408</u>
 Total Additions	 <u>7,502,170</u>
 DEDUCTIONS:	
<u>Deductions from Net Assets Attributed to:</u>	
Benefits Paid to Participants	(3,125,580)
Administrative Fees	<u>(95,857)</u>
 Total Deductions	 <u>(3,221,437)</u>
 NET INCREASE	 <u>4,280,733</u>
 NET ASSETS AVAILABLE FOR BENEFITS:	
Beginning of Year	25,287,969
Ending of Year	<u><u>\$ 29,568,702</u></u>

See Independent Auditor's Reports and Notes to Financial Statements

Note 1 – Description of Plan

The following description of the QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan (the “Company” and the “Plan”, respectively) provides only general information. Participants should refer to the Plan Document and Summary Plan Description for a more complete description of the Plan’s provisions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

General

Effective January 1, 2019, the Company adopted the Plan. The Plan is a defined contribution plan covering eligible employees of the Company as described by the plan. Non-Union employees are eligible to participate in the Plan once they meet the requirements of three months of service and 18 years of age.

Contributions

The Plan is contributory and participants may contribute any percentage of their pre-tax or after-tax (“Roth” deferral) annual compensation, up to the limit in effect for the year (\$20,500 in 2023 and \$20,500 2022) as defined by the Internal Revenue Code (“IRC”). Participants aged 50 or older may make an additional “catch-up” contribution (\$6,500 for 2023 and \$6,500 for 2022).

The Company made a safe harbor matching contribution equal to 100% of salary deferrals up to a maximum deferral of four percent for the year ended December 31, 2023, and for the year ended December 31, 2022. The Company made safe harbor matching contributions of \$846,812 and \$792,838 in matching contributions for the years ended December 31, 2023, and December 31, 2022, respectively. The Company may also make discretionary contributions. No discretionary contributions were made for the years ended December 31, 2023, or December 31, 2022. Participants may also contribute amounts representing distributions (as a rollover) from other qualified plans.

Automatic Enrollment and Increases

On May 6, 2020, the Plan was formally amended so that all newly eligible participants are automatically entered into the Plan at a pre-tax deferral contribution rate of 3%. Additionally, all eligible participants hired after January 1, 2014, with an election contribution greater than \$-0- will have their deferral automatically increased by 1% annually until a deferral rate of 15% is reached. A participant can elect out of this increase at any time.

Party-In Interest Transactions

Certain plan assets are in investment funds managed Fidelity Management Trust Company (“Fidelity”), or their affiliates and are custodians of the Plan’s investments. Therefore, these transactions qualify as party-in-interest transactions as permitted party-in-interest transactions

Participant Accounts

Individual accounts are maintained for each Plan participant. Each participant’s account is credited with the participant’s contribution and an allocation of Company discretionary contributions and Plan earnings and charged with withdrawals and allocation of Plan losses. Allocations are based on participant compensation or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

Note 1 – Description of Plan (continued)

Investment Options

Participants direct the investment of their contributions into mutual fund investment options offered by the Plan. Company contributions are invested in each participant's account according to participant's selected allocation. Participants may change or transfer their investment options at any time via telephone to a call center or through a designated on-line system.

On July 8, 2024, the Plan was formally amended to add Plan Roth conversions and fund changes.

Vesting – Participant Contributions and Employer Safe Harbor Match

For the years ending December 31, 2023, and December 31, 2022, participants are immediately vested in their voluntary contribution plus actual earnings thereon.

Participant accounts are fully vested upon death, disability or attainment of normal retirement age. The Company may authorize a percentage of the Company's annual contribution to be transferred to the pre-tax account of non-highly compensated participants, and the participants then become immediately vested in those contributions.

All participants automatically are 100% vested in their employer safe harbor match.

Vesting – Employer Discretionary Contributions

Vesting in the Company's nonelective contributions plus actual earnings thereon will be subject to the below vesting schedule based on years of continuous service:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 3	0%
3 or more	100%

Vesting in the Company's matching discretionary contributions portion of their accounts plus actual earnings thereon will be subject to the below vesting schedule based on years of continuous service:

<u>Years of Service</u>	<u>Vested Percentage</u>
2	20%
3	40%
4	60%
5	80%
6 or more	100%

Vesting – Additional Vesting Schedules

Employees who are members of certain classes specified below receive a different vesting schedule for the below-specified contributions:

QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 1 – Description of Plan (continued)

Vesting – Additional Vesting Schedules (continued)

Employees hired prior to May 16, 2020, will be subject to the below vesting schedule for safe harbor match:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 1	100%

All participants that merged into the Plan from the Experi-Metal 401(k) Profit Sharing Plan who did not work an hour of service on or after January 1, 2019, would be subject to the below vesting schedule for discretionary matching and discretionary nonelective contributions based on years of continuous service:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

All participants that were merged into the Plan from the Experi-Metal Inc. 401(k) Profit Sharing Plan who worked an hour of service on or after January 1, 2019, will be subject to the below vesting schedule for discretionary matching and discretionary nonelective contributions based on years of continuous service:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 2	0%
2	20%
3 or more	100%

Participants who did not work an hour of service on or after December 1, 2007, as an Employee covered under the Quality Metalcraft, Inc. Profit Sharing & 401(k) Plan at that time will be subject to the below vesting schedule for Terminated (PPA) PS contributions based on years of continuous service:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 5	0%
5 or more	100%

Notes Receivable from Participants

Participants may borrow from their fund accounts up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The notes are secured by the balance in the participant's account and bear interest at rates that are commensurate with local prevailing rates as determined by the Plan administrator. Principal and interest is paid ratably through payroll deductions. Loan terms range from 1 to 5 years or up to 25 years for the purchase of a primary residence. Participants may only take out one loan during any 12-month period and may only have two loans outstanding at any time. As of December 31, 2023, and 2022, the Plan had loans receivable from participants with principal balances totaling \$413,085 and \$501,452, respectively.

See Independent Auditor's Reports

Note 1 – Description of Plan (continued)

Payment of Benefits

On termination of service due to death, disability, or retirement, a participant may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, or annual installment. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump sum distribution. Participant account balances between \$1,000 and \$5,000 will automatically be rolled over into an individual retirement plan determined by the Company. Participant account balances of less than \$1,000 will receive a cash distribution. Benefits are recorded when paid.

Forfeited Accounts

At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$0- and \$18, respectively. These accounts will be used first to pay plan expenses, and any remaining balance will be used to offset future employer contributions. As of December 31, 2023 and 2022, there were 72 and 15 terminated participants still active in the Plan, respectively. These participants had a cumulative vested balance of \$5,156,649 and \$1,403,656 as of December 31, 2023 and 2022, respectively.

Note 2 – Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements have been prepared using the accrual method of accounting in accordance with generally accepted accounting principles in the United States of America.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect the reported amounts of plan assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported 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. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians and insurance company. See Note 3 for discussion of fair value measurement.

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.

Notes Receivable from Participants

Notes receivable from participants are measured at the unpaid principal balance. Interest income is recorded as received. 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. Delinquent participant loans are recorded as distributions on the basis of the terms of the Plan agreement.

Note 2 – Summary of Significant Accounting Policies (continued)

Benefits

Benefits to participants are recorded when paid.

Administrative Expenses

The Company absorbs most costs of the Plan (legal fees, audit fees, third party administration fees); however, the remaining costs are not deemed material to the financial statements presented. Investment fees and charges are paid by the participant.

Note 3 – Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices in active markets for identical assets or liabilities that the Plan has the ability to access at the measurement date.
- Level 2 Inputs to the valuation methodology are quoted market prices for similar assets and liabilities in active markets, quoted prices in markets that are not active or inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the instrument.
- Level 3 Inputs to the valuation methodology are unobservable inputs based upon management's best estimates of inputs market participants could use in pricing the asset or liability at the measurement date, including the assumption of risk.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

While the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

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

Mutual funds: Valued at the net asset value ("NAV") of shares held by the Plan at year end. The NAV, as provided by Fidelity is based on the fair value of the underlying investments held by the fund less its liabilities. The NAV is not a publicly-quoted price in an active market; however, the underlying investments have available daily prices which are used as readily determined fair value.

QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 3 – Fair Value Measurements (continued)

Common collective trusts: Valued based on the net asset value (NAV) of units of the common collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimating fair value. The NAV is based upon the fair value of the underlying investments comprising the trust less its liabilities. The practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

The following tables set forth by level, within the hierarchy, the Plan's assets measured at fair value on a recurring basis as of December 31, 2023 and 2022:

Investments Assets at Fair Value as of December 31, 2023

	<i>Quoted prices in Active Markets for Identical Assets (Level 1)</i>	<i>Significant Other Observable Conditions (Level 2)</i>	<i>Significant Unobservable Inputs (Level 3)</i>	Total
Mutual funds	\$28,424,523	\$ -	\$ -	\$28,424,523
Investments Measured at Net Asset Value (a)				647,818
Total Investments				\$29,072,341

Investments Assets at Fair Value as of December 31, 2022

	<i>Quoted prices in Active Markets for Identical Assets (Level 1)</i>	<i>Significant Other Observable Conditions (Level 2)</i>	<i>Significant Unobservable Inputs (Level 3)</i>	Total
Mutual funds	\$23,876,063	\$ -	\$ -	\$23,876,063
Investments Measured at Net Asset Value (a)				837,746
Total Investments				\$24,713,809

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

See Independent Auditor's Reports

Note 4 – Federal Income Tax Status

The Plan files as part of a prototype plan that received its latest determination letter on March 31, 2014, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The IRS has determined and informed the Plan sponsor by a letter dated March 31, 2014, 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 that plan management evaluate tax positions taken by the plan and recognize a tax liability if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administration believes it is no longer subject to income tax examinations for years prior to 2020.

Note 5 – Risks and Uncertainties

The Plan invests in a variety of investment funds. Investments in general are exposed to various risks, such as interest rate, credit, and overall volatility risk. Due to the level of risk associated with certain investments, it is reasonably possible that change in the values of investments will occur in the near term and that such changes could materially affect amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

Note 6 – Information Certified by Fidelity Management Trust Company

The following information is included in the accompanying financial statements and supplemental schedules was obtained from the data that has been prepared and certified to as complete and accurate by Fidelity Management Trust Company.

The fair value of investments at December 31, 2023 and 2022 as reported by the custodian is:

	2023	2022
Mutual funds	\$ 28,424,523	\$ 23,876,063
Common Collective Trust	647,818	837,746
Notes Receivable from Participants	413,085	501,452

The investment income and interest income reported in statement of changes in net assets available for plan benefits for the year ended December 31, 2023 and 2022 were certified by the custodian.

Note 7 – 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 set forth in ERISA. In the event that the Plan is terminated, participants will become one-hundred (100) percent vested in their accounts.

Note 8 – Related-Party Transactions

Certain Plan investments are shares of investment fund accounts that are managed by Fidelity. Fidelity performs services for the Plan and, therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to Fidelity were approximately \$95,857 and \$100,637 for the years ended December 31, 2023 and 2022, respectively.

Note 9 –Reportable Transactions

During 2023, the Plan Sponsor overpaid matching contributions to four participants for a total of \$648.

Note 10 – Subsequent Events

In preparing these financial statements, management has evaluated, for potential recognition or disclosure, significant events or transactions that occurred during the period subsequent to December 31, 2023, the most recent balance sheet presented herein, through August 5, 2024 the issuance date of these financial statements.

QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

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

AS OF DECEMBER 31, 2023

Form 5500, Schedule H, Part IV, Line 4(i)

Employer Identification Number: 38-1743919

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost**	(e) Current Value
	PIMCO International Bond	Pooled Separate Account		\$241,253
	American Century Equity Income Fund F6	Pooled Separate Account		329,755
	American Century Mid Cap Value R6	Pooled Separate Account		346,334
	Eaton Vance Atlanta Capital SMID Cap R6	Pooled Separate Account		659,304
	FA Grwoth Opps Z	Pooled Separate Account		373,308
	MFS International Divrsn R6	Pooled Separate Account		311,103
*	Fidelity US Bond Index Fund	Pooled Separate Account		432,759
*	Fidelity International Index Fund Premium	Pooled Separate Account		878,972
*	Fidelity 500 Index Fund Premium	Pooled Separate Account		2,788,375
*	Fidelity Emerging Markets Index Fund Premium	Pooled Separate Account		153,855
*	Fidelity Freedom Index Income Fund	Pooled Separate Account		14,885
*	Fidelity Freedom Index 2005 Fund Investor Class IPR	Pooled Separate Account		156,836
*	Fidelity Freedom Index 2010 Fund Investor Class IPR	Pooled Separate Account		99,908
*	Fidelity Freedom Index 2015 Fund Investor Class IPR	Pooled Separate Account		120,734
*	Fidelity Freedom Index 2020 Fund Investor Class IPR	Pooled Separate Account		544,841
*	Fidelity Freedom Index 2025 Fund Investor Class IPR	Pooled Separate Account		1,665,507
*	Fidelity Freedom Index 2030 Fund Investor Class IPR	Pooled Separate Account		2,605,383
*	Fidelity Freedom Index 2035 Fund Investor Class IPR	Pooled Separate Account		3,022,185
*	Fidelity Freedom Index 2040 Fund Investor Class IPR	Pooled Separate Account		1,846,833
*	Fidelity Freedom Index 2045 Fund Investor Class IPR	Pooled Separate Account		673,878
*	Fidelity Freedom Index 2050 Fund Investor Class IPR	Pooled Separate Account		736,615
*	Fidelity Freedom Index 2055 Fund Investor Class IPR	Pooled Separate Account		933,876
*	Fidelity Freedom Index 2060 Fund Investor Class IPR	Pooled Separate Account		230,453
*	Fidelity Freedom Index 2065 Fund Investor Class IPR	Pooled Separate Account		130,719
*	Fidelity Small Cap Index Fund Premium	Pooled Separate Account		528,143
*	Fidelity Mid Cap Index Fund Premium	Pooled Separate Account		458,902
*	Fidelity Large Cap Growth Enhanced Index Premium	Pooled Separate Account		2,824,348
*	Fidelity Large Cap Growth Volume Index Fund	Pooled Separate Account		1,989,826
	PIMCO Institutional Income Fund	Pooled Separate Account		1,626,231
	T. Rowe Price Mid-Cap Growth I Fund	Pooled Separate Account		321,755
	Janus Henderson Enterprise N Fund	Pooled Separate Account		356,233
	Janus Henderson Triton Fund Class N	Pooled Separate Account		490,413
	Western Asset Core Plus Bond Fund Class I	Pooled Separate Account		531,001
*	Fidelity Government Market	Interest Bearing Cash		21
				<u>\$28,424,544</u>
		Common/Collective Trust Funds:		
*	Fidelity	Fidelity Stable Value Fund		647,818
*	Notes Receivable from Participants	Due in 2029, Interest Rates 4.25% - 9.50%	-0-	<u>413,085</u>
				<u>\$29,485,447</u>

* Denotes party-in-interest

** Cost basis is not required for participant directed investment, and therefore is not included.

See Independent Auditor's Reports

QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

Financial Statements & Supplemental Information

FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

Financial Statements

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Independent Auditor's Report

To the Plan Administrator of the
QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

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

We have performed an audit of the accompanying financial statements of QMC-EMI Holding Corporation Profit Sharing & 401(k) 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 December 31, 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 audit of QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2023, and December 31, 2022 and accurate.

Opinion

In our opinion, based on our audit 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 audit 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 QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. 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 QMC-EMI Holding Corporation Profit Sharing & 401(k) 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 QMC-EMI Holding Corporation Profit Sharing & 401(k) 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 QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audit 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.



Schreiber Advisors, P.C.
6905 Telegraph Road, Suite 300
Bloomfield Hills, MI 48301
(248) 689-7550

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

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

Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, line 4a-schedule of delinquent participant contributions and Schedule H, line 4i-schedule of assets (held at end of year) at December 31, 2023 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion—

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

Schreiber Advisors, P.C.

Schreiber Advisors, P.C.
Bloomfield Hills, Michigan

August 5, 2024

QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

Statements of Net Assets Available for Benefits

AS OF AS OF DECEMBER 31, 2023 AND 2022 AND AS OF DECEMBER 31, 2023 AND 2022

	<u>ASSETS</u>	
	<u>2023</u>	<u>2022</u>
Investments, at Fair Value:		
Pooled Separate Accounts	\$ 28,424,523	\$ 23,876,063
Interest Bearing Cash	21	20
Common Collective Trust	647,818	837,746
Total Investments, at Fair Value	<u>29,072,362</u>	<u>24,713,829</u>
Receivables:		
Contributions Receivable From Employer	25,570	20,991
Contributions Receivable From Participants	57,685	51,697
Notes Receivable from Participants	<u>413,085</u>	<u>501,452</u>
Total Receivables	<u>496,340</u>	<u>574,140</u>
Total Assets	<u>\$ 29,568,702</u>	<u>\$ 25,287,969</u>
<u>NET ASSETS AVAILABLE FOR BENEFITS</u>		
Net Assets Available for Benefits	<u>\$ 29,568,702</u>	<u>\$ 25,287,969</u>

See Independent Auditor's Reports and Notes to Financial Statements

QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

Statement of Changes in Net Assets Available for Benefits

FOR THE YEAR ENDED DECEMBER 31, 2023

	2023
ADDITIONS:	
<u>Additions to Net Assets Attributed to:</u>	
Investment Income:	
Net Appreciation in Fair Value of Pooled Separate Accounts	\$ 3,561,279
Net Appreciation in Fair Value of Common Collective Trusts	144,974
Interest and Dividends Reinvested Into Plan	<u>729,428</u>
 Interest Income on Notes Receivable from Participants	 <u>24,081</u>
 Contributions:	
Employer	846,812
Participants	2,001,450
Rollovers	<u>194,146</u>
Total Contributions	<u>3,042,408</u>
 Total Additions	 <u>7,502,170</u>
 DEDUCTIONS:	
<u>Deductions from Net Assets Attributed to:</u>	
Benefits Paid to Participants	(3,125,580)
Administrative Fees	<u>(95,857)</u>
 Total Deductions	 <u>(3,221,437)</u>
 NET INCREASE	 <u>4,280,733</u>
 NET ASSETS AVAILABLE FOR BENEFITS:	
Beginning of Year	25,287,969
Ending of Year	<u><u>\$ 29,568,702</u></u>

See Independent Auditor's Reports and Notes to Financial Statements

Note 1 – Description of Plan

The following description of the QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan (the “Company” and the “Plan”, respectively) provides only general information. Participants should refer to the Plan Document and Summary Plan Description for a more complete description of the Plan’s provisions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

General

Effective January 1, 2019, the Company adopted the Plan. The Plan is a defined contribution plan covering eligible employees of the Company as described by the plan. Non-Union employees are eligible to participate in the Plan once they meet the requirements of three months of service and 18 years of age.

Contributions

The Plan is contributory and participants may contribute any percentage of their pre-tax or after-tax (“Roth” deferral) annual compensation, up to the limit in effect for the year (\$20,500 in 2023 and \$20,500 2022) as defined by the Internal Revenue Code (“IRC”). Participants aged 50 or older may make an additional “catch-up” contribution (\$6,500 for 2023 and \$6,500 for 2022).

The Company made a safe harbor matching contribution equal to 100% of salary deferrals up to a maximum deferral of four percent for the year ended December 31, 2023, and for the year ended December 31, 2022. The Company made safe harbor matching contributions of \$846,812 and \$792,838 in matching contributions for the years ended December 31, 2023, and December 31, 2022, respectively. The Company may also make discretionary contributions. No discretionary contributions were made for the years ended December 31, 2023, or December 31, 2022. Participants may also contribute amounts representing distributions (as a rollover) from other qualified plans.

Automatic Enrollment and Increases

On May 6, 2020, the Plan was formally amended so that all newly eligible participants are automatically entered into the Plan at a pre-tax deferral contribution rate of 3%. Additionally, all eligible participants hired after January 1, 2014, with an election contribution greater than \$-0- will have their deferral automatically increased by 1% annually until a deferral rate of 15% is reached. A participant can elect out of this increase at any time.

Party-In Interest Transactions

Certain plan assets are in investment funds managed Fidelity Management Trust Company (“Fidelity”), or their affiliates and are custodians of the Plan’s investments. Therefore, these transactions qualify as party-in-interest transactions as permitted party-in-interest transactions

Participant Accounts

Individual accounts are maintained for each Plan participant. Each participant’s account is credited with the participant’s contribution and an allocation of Company discretionary contributions and Plan earnings and charged with withdrawals and allocation of Plan losses. Allocations are based on participant compensation or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

Note 1 – Description of Plan (continued)

Investment Options

Participants direct the investment of their contributions into mutual fund investment options offered by the Plan. Company contributions are invested in each participant's account according to participant's selected allocation. Participants may change or transfer their investment options at any time via telephone to a call center or through a designated on-line system.

On July 8, 2024, the Plan was formally amended to add Plan Roth conversions and fund changes.

Vesting – Participant Contributions and Employer Safe Harbor Match

For the years ending December 31, 2023, and December 31, 2022, participants are immediately vested in their voluntary contribution plus actual earnings thereon.

Participant accounts are fully vested upon death, disability or attainment of normal retirement age. The Company may authorize a percentage of the Company's annual contribution to be transferred to the pre-tax account of non-highly compensated participants, and the participants then become immediately vested in those contributions.

All participants automatically are 100% vested in their employer safe harbor match.

Vesting – Employer Discretionary Contributions

Vesting in the Company's nonelective contributions plus actual earnings thereon will be subject to the below vesting schedule based on years of continuous service:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 3	0%
3 or more	100%

Vesting in the Company's matching discretionary contributions portion of their accounts plus actual earnings thereon will be subject to the below vesting schedule based on years of continuous service:

<u>Years of Service</u>	<u>Vested Percentage</u>
2	20%
3	40%
4	60%
5	80%
6 or more	100%

Vesting – Additional Vesting Schedules

Employees who are members of certain classes specified below receive a different vesting schedule for the below-specified contributions:

QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 1 – Description of Plan (continued)

Vesting – Additional Vesting Schedules (continued)

Employees hired prior to May 16, 2020, will be subject to the below vesting schedule for safe harbor match:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 1	100%

All participants that merged into the Plan from the Experi-Metal 401(k) Profit Sharing Plan who did not work an hour of service on or after January 1, 2019, would be subject to the below vesting schedule for discretionary matching and discretionary nonelective contributions based on years of continuous service:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

All participants that were merged into the Plan from the Experi-Metal Inc. 401(k) Profit Sharing Plan who worked an hour of service on or after January 1, 2019, will be subject to the below vesting schedule for discretionary matching and discretionary nonelective contributions based on years of continuous service:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 2	0%
2	20%
3 or more	100%

Participants who did not work an hour of service on or after December 1, 2007, as an Employee covered under the Quality Metalcraft, Inc. Profit Sharing & 401(k) Plan at that time will be subject to the below vesting schedule for Terminated (PPA) PS contributions based on years of continuous service:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 5	0%
5 or more	100%

Notes Receivable from Participants

Participants may borrow from their fund accounts up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The notes are secured by the balance in the participant's account and bear interest at rates that are commensurate with local prevailing rates as determined by the Plan administrator. Principal and interest is paid ratably through payroll deductions. Loan terms range from 1 to 5 years or up to 25 years for the purchase of a primary residence. Participants may only take out one loan during any 12-month period and may only have two loans outstanding at any time. As of December 31, 2023, and 2022, the Plan had loans receivable from participants with principal balances totaling \$413,085 and \$501,452, respectively.

See Independent Auditor's Reports

Note 1 – Description of Plan (continued)

Payment of Benefits

On termination of service due to death, disability, or retirement, a participant may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, or annual installment. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump sum distribution. Participant account balances between \$1,000 and \$5,000 will automatically be rolled over into an individual retirement plan determined by the Company. Participant account balances of less than \$1,000 will receive a cash distribution. Benefits are recorded when paid.

Forfeited Accounts

At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$0- and \$18, respectively. These accounts will be used first to pay plan expenses, and any remaining balance will be used to offset future employer contributions. As of December 31, 2023 and 2022, there were 72 and 15 terminated participants still active in the Plan, respectively. These participants had a cumulative vested balance of \$5,156,649 and \$1,403,656 as of December 31, 2023 and 2022, respectively.

Note 2 – Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements have been prepared using the accrual method of accounting in accordance with generally accepted accounting principles in the United States of America.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect the reported amounts of plan assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported 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. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians and insurance company. See Note 3 for discussion of fair value measurement.

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.

Notes Receivable from Participants

Notes receivable from participants are measured at the unpaid principal balance. Interest income is recorded as received. 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. Delinquent participant loans are recorded as distributions on the basis of the terms of the Plan agreement.

Note 2 – Summary of Significant Accounting Policies (continued)

Benefits

Benefits to participants are recorded when paid.

Administrative Expenses

The Company absorbs most costs of the Plan (legal fees, audit fees, third party administration fees); however, the remaining costs are not deemed material to the financial statements presented. Investment fees and charges are paid by the participant.

Note 3 – Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices in active markets for identical assets or liabilities that the Plan has the ability to access at the measurement date.
- Level 2 Inputs to the valuation methodology are quoted market prices for similar assets and liabilities in active markets, quoted prices in markets that are not active or inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the instrument.
- Level 3 Inputs to the valuation methodology are unobservable inputs based upon management's best estimates of inputs market participants could use in pricing the asset or liability at the measurement date, including the assumption of risk.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

While the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

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

Mutual funds: Valued at the net asset value ("NAV") of shares held by the Plan at year end. The NAV, as provided by Fidelity is based on the fair value of the underlying investments held by the fund less its liabilities. The NAV is not a publicly-quoted price in an active market; however, the underlying investments have available daily prices which are used as readily determined fair value.

QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 3 – Fair Value Measurements (continued)

Common collective trusts: Valued based on the net asset value (NAV) of units of the common collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimating fair value. The NAV is based upon the fair value of the underlying investments comprising the trust less its liabilities. The practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

The following tables set forth by level, within the hierarchy, the Plan's assets measured at fair value on a recurring basis as of December 31, 2023 and 2022:

Investments Assets at Fair Value as of December 31, 2023

	<i>Quoted prices in Active Markets for Identical Assets (Level 1)</i>	<i>Significant Other Observable Conditions (Level 2)</i>	<i>Significant Unobservable Inputs (Level 3)</i>	Total
Mutual funds	\$28,424,523	\$ -	\$ -	\$28,424,523
Investments Measured at Net Asset Value (a)				647,818
Total Investments				\$29,072,341

Investments Assets at Fair Value as of December 31, 2022

	<i>Quoted prices in Active Markets for Identical Assets (Level 1)</i>	<i>Significant Other Observable Conditions (Level 2)</i>	<i>Significant Unobservable Inputs (Level 3)</i>	Total
Mutual funds	\$23,876,063	\$ -	\$ -	\$23,876,063
Investments Measured at Net Asset Value (a)				837,746
Total Investments				\$24,713,809

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

See Independent Auditor's Reports

Note 4 – Federal Income Tax Status

The Plan files as part of a prototype plan that received its latest determination letter on March 31, 2014, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The IRS has determined and informed the Plan sponsor by a letter dated March 31, 2014, 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 that plan management evaluate tax positions taken by the plan and recognize a tax liability if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administration believes it is no longer subject to income tax examinations for years prior to 2020.

Note 5 – Risks and Uncertainties

The Plan invests in a variety of investment funds. Investments in general are exposed to various risks, such as interest rate, credit, and overall volatility risk. Due to the level of risk associated with certain investments, it is reasonably possible that change in the values of investments will occur in the near term and that such changes could materially affect amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

Note 6 – Information Certified by Fidelity Management Trust Company

The following information is included in the accompanying financial statements and supplemental schedules was obtained from the data that has been prepared and certified to as complete and accurate by Fidelity Management Trust Company.

The fair value of investments at December 31, 2023 and 2022 as reported by the custodian is:

	2023	2022
Mutual funds	\$ 28,424,523	\$ 23,876,063
Common Collective Trust	647,818	837,746
Notes Receivable from Participants	413,085	501,452

The investment income and interest income reported in statement of changes in net assets available for plan benefits for the year ended December 31, 2023 and 2022 were certified by the custodian.

Note 7 – 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 set forth in ERISA. In the event that the Plan is terminated, participants will become one-hundred (100) percent vested in their accounts.

Note 8 – Related-Party Transactions

Certain Plan investments are shares of investment fund accounts that are managed by Fidelity. Fidelity performs services for the Plan and, therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to Fidelity were approximately \$95,857 and \$100,637 for the years ended December 31, 2023 and 2022, respectively.

Note 9 –Reportable Transactions

During 2023, the Plan Sponsor overpaid matching contributions to four participants for a total of \$648.

Note 10 – Subsequent Events

In preparing these financial statements, management has evaluated, for potential recognition or disclosure, significant events or transactions that occurred during the period subsequent to December 31, 2023, the most recent balance sheet presented herein, through August 5, 2024 the issuance date of these financial statements.

QMC-EMI Holding Corporation Profit Sharing & 401(k) Plan

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

AS OF DECEMBER 31, 2023

Form 5500, Schedule H, Part IV, Line 4(i)

Employer Identification Number: 38-1743919

(a)	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost**	(e) Current Value
	PIMCO International Bond	Pooled Separate Account		\$241,253
	American Century Equity Income Fund F6	Pooled Separate Account		329,755
	American Century Mid Cap Value R6	Pooled Separate Account		346,334
	Eaton Vance Atlanta Capital SMID Cap R6	Pooled Separate Account		659,304
	FA Grwoth Opps Z	Pooled Separate Account		373,308
	MFS International Divrsn R6	Pooled Separate Account		311,103
*	Fidelity US Bond Index Fund	Pooled Separate Account		432,759
*	Fidelity International Index Fund Premium	Pooled Separate Account		878,972
*	Fidelity 500 Index Fund Premium	Pooled Separate Account		2,788,375
*	Fidelity Emerging Markets Index Fund Premium	Pooled Separate Account		153,855
*	Fidelity Freedom Index Income Fund	Pooled Separate Account		14,885
*	Fidelity Freedom Index 2005 Fund Investor Class IPR	Pooled Separate Account		156,836
*	Fidelity Freedom Index 2010 Fund Investor Class IPR	Pooled Separate Account		99,908
*	Fidelity Freedom Index 2015 Fund Investor Class IPR	Pooled Separate Account		120,734
*	Fidelity Freedom Index 2020 Fund Investor Class IPR	Pooled Separate Account		544,841
*	Fidelity Freedom Index 2025 Fund Investor Class IPR	Pooled Separate Account		1,665,507
*	Fidelity Freedom Index 2030 Fund Investor Class IPR	Pooled Separate Account		2,605,383
*	Fidelity Freedom Index 2035 Fund Investor Class IPR	Pooled Separate Account		3,022,185
*	Fidelity Freedom Index 2040 Fund Investor Class IPR	Pooled Separate Account		1,846,833
*	Fidelity Freedom Index 2045 Fund Investor Class IPR	Pooled Separate Account		673,878
*	Fidelity Freedom Index 2050 Fund Investor Class IPR	Pooled Separate Account		736,615
*	Fidelity Freedom Index 2055 Fund Investor Class IPR	Pooled Separate Account		933,876
*	Fidelity Freedom Index 2060 Fund Investor Class IPR	Pooled Separate Account		230,453
*	Fidelity Freedom Index 2065 Fund Investor Class IPR	Pooled Separate Account		130,719
*	Fidelity Small Cap Index Fund Premium	Pooled Separate Account		528,143
*	Fidelity Mid Cap Index Fund Premium	Pooled Separate Account		458,902
*	Fidelity Large Cap Growth Enhanced Index Premium	Pooled Separate Account		2,824,348
*	Fidelity Large Cap Growth Volume Index Fund	Pooled Separate Account		1,989,826
	PIMCO Institutional Income Fund	Pooled Separate Account		1,626,231
	T. Rowe Price Mid-Cap Growth I Fund	Pooled Separate Account		321,755
	Janus Henderson Enterprise N Fund	Pooled Separate Account		356,233
	Janus Henderson Triton Fund Class N	Pooled Separate Account		490,413
	Western Asset Core Plus Bond Fund Class I	Pooled Separate Account		531,001
*	Fidelity Government Market	Interest Bearing Cash		21
				<u>\$28,424,544</u>
		Common/Collective Trust Funds:		
*	Fidelity	Fidelity Stable Value Fund		647,818
*	Notes Receivable from Participants	Due in 2029, Interest Rates 4.25% - 9.50%	-0-	<u>413,085</u>
				<u>\$29,485,447</u>

* Denotes party-in-interest

** Cost basis is not required for participant directed investment, and therefore is not included.

See Independent Auditor's Reports