

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 ERNEST SPENCER METALS, INC. SALARY SAVINGS PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 06/01/1988
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) ERNEST SPENCER METALS, INC. 3323 EAST 82ND STREET MERIDEN, KS 66512
2b	Employer Identification Number (EIN) 48-1134102
2c	Plan Sponsor's telephone number 785-484-3165
2d	Business code (see instructions) 238900

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.	10/13/2024	NEAL SPENCER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2024	NEAL SPENCER
	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	5 185
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) 167 6a(2) 154 6b 0 6c 22 6d 176 6e 0 6f 176 6g(1) 126 6g(2) 145 6h 11
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

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan ERNEST SPENCER METALS, INC. SALARY SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 ERNEST SPENCER METALS, INC.	D Employer Identification Number (EIN) 48-1134102	

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

(a) Name of insurance carrier
EMPOWER ANNUITY INSURANCE COMPANY OF AMERICA

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
84-0467907	68322	373503-01	24	01/01/2023	12/31/2023

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4 Current value of plan's interest under this contract in the general account at year end	4	313407
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	0

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier**6b****c** Premiums due but unpaid at the end of the year.....**6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.**6d**

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

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

b Balance at the end of the previous year**7b**

296975

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

25729

(2) Dividends and credits

7c(2)

0

(3) Interest credited during the year

7c(3)

3721

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

7c(4)

2645

(5) Other (specify below)

7c(5)

10225

▶ **LOAN REPAYMENT(S), FORFEITURES**

(6) Total additions

7c(6)

42320

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

339295

e Deductions:

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

7e(1)

2264

(2) Administration charge made by carrier

7e(2)

1657

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

7e(3)

21968

(4) Other (specify below)

7e(4)

0

(5) Total deductions

7e(5)

25889

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

313406

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

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

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan ERNEST SPENCER METALS, INC. SALARY SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 ERNEST SPENCER METALS, INC.	D Employer Identification Number (EIN) 48-1134102	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

CHANGE PATH LLC

11460 TOMAHAWK CREEK PKWY
STE 200
LEAWOOD, KS 66211

(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	INVESTMENT ADVISOR	16073	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

EMPOWER ANNUITY INSURANCE COMPANY

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(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?
64	RECORDKEEPER	14345	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

SUMMERS SPENCER & COMPANY, PA

5825 SW 29TH ST
TOPEKA, KS 66614

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	12250	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

COMPENSATION BENEFIT PLANNING, INC.

3552 RALPH POWELL ROAD
LEES SUMMIT, MO 64064

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13	CONTRACT ADMINISTRATOR	5424	Yes ☒ No ☐	Yes ☐ No ☒	1821	Yes ☐ No ☒

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

CREATIVE PLANNING LLC

5440 W 110TH ST
STE 102
OVERLAND PARK, KS 66211

(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	INVESTMENT ADVISOR	3215	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

EMPOWER ADVISORY GROUP, LLC

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(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?
28	INVESTMENT MGMT	1204	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

ERP NATIONAL LLC

DBA ERP RETIREMENT SERVICES
135 PINELAWN RD STE 240 N
MELVILLE, NY 11747

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13	CONTRACT ADMIN	590	Yes ☒ No ☐	Yes ☐ No ☒	1394	Yes ☐ No ☒

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
COMPENSATION BENEFIT PLANNING, INC.	13	1821

(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.
EMPOWER ANNUITY INSURANCE COMPANY 8515 EAST ORCHARD ROAD GREENWOOD VILLAGE, CO 80111	TPA ALLOWANCE PAYMENT

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
ERP NATIONAL LLC DBA ERP RETIREMENT	13	1394

(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.
EMPOWER ANNUITY INSURANCE COMPANY 8515 EAST ORCHARD ROAD GREENWOOD VILLAGE, CO 80111	TPA ALLOWANCE PAYMENT

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
	For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	

A Name of plan ERNEST SPENCER METALS, INC. SALARY SAVINGS PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 ERNEST SPENCER METALS, INC.		
D Employer Identification Number (EIN) 48-1134102		

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	0	
(2) Participant contributions	1b(2)	0	
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred.....	1c(3)(A)		
(B) All other.....	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred.....	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	33621	38278
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts.....	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	2677837	3362240
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	296976	313407
(15) Other.....	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	3008434	3713925
Liabilities			
g Benefit claims payable	1g		3775
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	3775
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	3008434	3710150

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)	71785	
(B) Participants	2a(1)(B)	395306	
(C) Others (including rollovers)	2a(1)(C)	12734	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		479825
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	87740	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	3230	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		90970
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		412080
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		982875

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	230523	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		230523
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	50636	
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		50636
j Total expenses. Add all expense amounts in column (b) and enter total	2j		281159

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		701716
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: SSC CPAS, P.A.

(2) EIN: 48-1215584

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?	☒		300000
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 ERNEST SPENCER METALS, INC. SALARY SAVINGS PLAN				B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 ERNEST SPENCER METALS, INC.				D Employer Identification Number (EIN) 48-1134102	
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): 84-0467907					
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.					
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year				3	
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)					
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A					
If the plan is a defined benefit plan, go to line 8.					
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____					
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.					
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)				6a	
b Enter the amount contributed by the employer to the plan for this plan year				6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)				6c	
If you completed line 6c, skip lines 8 and 9.					
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A					
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A					
Part III Amendments					
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☐ No					
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.					
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No					
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No					
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No					
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No					
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.				Schedule R (Form 5500) 2023 v. 230707	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:		
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	14a	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14b	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

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

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
-----------------	---------------------------------

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 06 / 30 / 2022 (MM/DD/YYYY) and the Opinion Letter serial number Q702870A.



**ERNEST-SPENCER METALS, INC.
SALARY SAVINGS PLAN**

FINANCIAL STATEMENTS WITH SUPPLEMENTAL
INFORMATION TOGETHER WITH INDEPENDENT
AUDITOR'S REPORT

DECEMBER 31, 2023 AND 2022

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Independent Auditor's Report

To the Trustee

Ernest-Spencer Metals, Inc. Salary Savings Plan

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

We have performed an audit of the accompanying financial statements of Ernest-Spencer Metals, Inc. Salary Savings Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 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 years ended December 31, 2023 and 2022, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Ernest-Spencer Metals, Inc. Salary Savings 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 the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

Auditor's Responsibility 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 Ernest-Spencer Metals, Inc. Salary Savings Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Ernest-Spencer Metals, Inc. Salary Savings 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.

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 schedule of assets held at end of year and schedule of reportable transactions 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 its 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 schedule 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).

SSC CPAs, P.A.

SSC CPAs, P.A.
Topeka, Kansas
October 9, 2024

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31,	2023		2022	
ASSETS				
Investments, at fair value:				
Mutual funds	\$	3,362,240	\$	2,677,837
Guaranteed interest contract		313,407		296,976
Total investments		3,675,647		2,974,813
Receivables:				
Notes receivable from participants		38,278		33,621
Total receivables		38,278		33,621
TOTAL ASSETS		3,713,925		3,008,434
LIABILITIES				
Other liabilities		3,775		-
Total liabilities		3,775		-
NET ASSETS AVAILABLE FOR BENEFITS	\$	3,710,150	\$	3,008,434

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the years ended December 31,	2023	2022
Additions:		
Investment income		
Net appreciation (depreciation) in fair value of investments	\$ 412,080	\$ (638,279)
Interest income	87,740	74,046
Total investment income (loss)	499,820	(564,233)
Contributions:		
Employee	395,306	335,533
Employer	71,785	67,682
Rollovers	12,734	19,355
Total contributions	479,825	422,570
Interest income on notes receivable from participants	3,230	2,321
Total additions	982,875	(139,342)
Deductions:		
Benefits paid to participants	230,523	197,356
Administrative expenses	50,636	48,948
Total deductions	281,159	246,304
Change in net assets	701,716	(385,646)
Net assets available for benefits:		
Beginning of year	3,008,434	3,394,080
End of year	\$ 3,710,150	\$ 3,008,434

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

1. PLAN DESCRIPTION

The following description of the Ernest-Spencer Metals, Inc. Salary Savings Plan (Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions, which are available from the plan administrator.

General

The Plan, as adopted June 1, 1988, is a defined contribution plan covering all full-time employees of Ernest-Spencer Metals, Inc., who are eligible. Effective January 1, 2015, the plan was restated and employee eligibility conditions were changed to 1) completion of six months of employment and 2) attainment of age 21. The plan's entry dates were changed to January 1 and July 1. The restated eligibility conditions and entry dates only apply to employees hired on or after September 1, 2015. The restated Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). Effective January 1, 2023, the plan was restated, and employee eligibility conditions were changed to attainment of age 18 and completion of six months of employment.

Contributions

Participants can make pre-tax deferral contributions and/or post-tax Roth elective deferral contributions to the Plan. Matching contributions are calculated based on elective deferral contributions and participant's eligible compensation for the Plan year. The Company elected to make a 25% matching contribution for any deferral amount up to 6% of eligible compensation per payroll. Catch-up contributions are allowed for participants age 50 or older. Contributions are subject to certain Internal Revenue Code ("IRC") limitations.

Vesting

Participant contributions plus actual earnings are 100% vested immediately. Vesting in a participant's employer contribution account is based on the years of continuous service. A participant becomes fully vested regardless of the years of service, upon attainment of normal retirement age, early retirement age, upon retirement due to disability, upon death, or upon termination of the Plan. Employer contributions are subject to the following vesting schedule:

Years of Service	Vested %
1	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Payment of benefits

Participants who have attained the normal retirement age of 65 are entitled to receive vested benefits. The plan also permits early retirement at the ages 55-64 provided the participant has completed at least six years of service. On retirement, a participant may elect to receive a single lump sum payment. Benefits are recorded when paid.

Participant investment account options

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

Participant accounts

Each participant's account is credited with the participant's contribution and allocation of (a) the employer's matching contribution, if any (b) investment earnings (losses) on their individual account balances, and (c) allocation of administrative expenses. Allocations are based on participant earnings 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.

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

Notes receivable from participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their account balance. The notes receivable are secured by the balance in the participant's account and bear interest rates 1% above the prime rate. Principal and interest is paid ratably through payroll deductions. Notes receivable from participants are measured at their unpaid principal balance plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 or 2022. Notes receivable from participants at December 31, 2023 and 2022 were \$38,278 and \$33,621, respectively.

Forfeitures

Forfeitures attributable to matching contributions will be used to pay administrative expenses or reduce any non-elective contribution or matching contributions. As of December 31, 2023 and 2022, the forfeiture account balance was \$0. During the years ended December 31, 2023 and 2022, \$10,194 and \$2,761 of forfeitures were used to offset the employer match, respectively.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

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

Use of estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment valuation

For plan years ended December 31, 2023 and 2022, investment information was provided and certified by Empower Trust Company, LLC. In accordance with FASB ASC 820, investments are grouped at fair value in three levels, based on the market in which the assets are traded and reliability of the assumptions used to determine fair value. See Note 6 for discussion of fair value measurements.

Administrative expenses

The Plan permits the payment of plan expenses from the Plan's assets. For plan years ended December 31, 2023 and 2022, plan expenses were paid by the Plan. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in administrative expenses.

3. PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations and participants would become 100% vested in their employer contributions.

4. TAX STATUS

ERP Retirement Services LLC (formerly known as Compensation Benefit Planning, Inc.) is the Plan's third-party administrator. The plan adopted the ERP Retirement Services LLC non-standardized 401(k) profit sharing plan, as a restatement of the prior plan. The prototype plan was approved by the Internal Revenue Service (IRS) on March 31, 2014.

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

The Plan's administrator and third-party administrator believe the Plan is designed and being operated in compliance with the applicable requirements of the IRC. They believe that the Plan was qualified and the related trust was tax exempt, and no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

5. INVESTMENT INFORMATION CERTIFIED BY THE TRUSTEE

Empower Trust Company, LLC is the trustee of the Plan's assets for the years ended December 31, 2023 and 2022.

Certain information related to investments disclosed in the accompanying financial statements and supplemental schedule including investments held at December 31, 2023 and 2022, and net appreciation (depreciation) in fair value of investments and interest for the years then ended, was obtained and derived from information supplied to the plan administrator and certified as complete and accurate by Empower Trust Company, LLC.

6. FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to measure the fair value of certain financial instruments could result in a different fair value at the reporting date.

The framework for measuring fair value provides a hierarchy that prioritizes the inputs to valuation techniques. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (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 below.

- Level 1 — Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2 — Inputs to the valuation methodology include:
 - Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets or liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability;
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

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

Following is a description of the valuation methodologies used for assets measured at fair value provided by Empower Trust Company, LLC:

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily Net Asset Value ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Guaranteed interest contracts: Valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer. The guaranteed interest contracts promise contract value for a benefit event (termination, death, disability, and retirement); however, there is a possible market value adjustment when funds are withdrawn prior to maturity. Therefore, the guaranteed interest contracts are not considered benefit-responsive and are valued at estimated fair value as determined by Empower Trust Company, LLC.

The following table sets forth, within the fair value hierarchy, the Plan's assets measured at fair value on a recurring basis as of December 31:

2023

Fair Value Measurements at Reporting Date Using:					
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total	
Mutual funds	\$ 3,362,240	\$ -	\$ -	\$ 3,362,240	
Guaranteed interest contracts	-	313,407	-	313,407	
Total Investments	\$ 3,362,240	\$ 313,407	\$ -	\$ 3,675,647	

2022

Fair Value Measurements at Reporting Date Using:					
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total	
Mutual funds	\$ 2,677,837	\$ -	\$ -	\$ 2,677,837	
Guaranteed interest contracts	-	296,976	-	296,976	
Total Investments	\$ 2,677,837	\$ 296,976	\$ -	\$ 2,974,813	

7. KEY GUARANTEED PORTFOLIO FUND

The following information is obtained from Empower Trust Company, LLC:

For plan years 2023 and 2022, the Plan invested in a general account product offered through a group annuity contract. Participant principal and interest are fully guaranteed by the entire general account assets of Empower Annuity Insurance Company of America, which as of December 31, 2023 and 2022 were \$49.5 billion and \$52.1 billion, respectively. These assets are primarily high-quality, fixed income bonds, with 99% rated investment-grade as of December 31, 2023 and 2022, respectively. Stability of principal is the primary objective of this investment option. The fixed account guarantees a minimum rate of interest for the life of an annuity contract, but may credit a higher interest rate from time to time. Interest is credited to the principal and the investment increases through compound interest to create a book value

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS

amount to the participant. Amounts allocated to the fixed account are held in funds offered through an insurance company's general account or separate account. Each quarter an interest rate is established for all money, regardless of when it was deposited. The credited interest rate may stay the same or change each quarter.

8. PARTY-IN-INTEREST AND RELATED PARTY TRANSACTIONS

As more fully described in Note 7, the Plan invests in a group annuity contract with Empower Annuity Insurance Company of America, the parent company of the Plan's trustee. These transactions qualify as party-in-interest transactions.

9. RISKS AND UNCERTAINTIES

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

10. SECURE ACT 2.0

On December 23, 2022, Congress passed the Consolidated Appropriations Act of 2023 which included SECURE Act 2.0. SECURE Act 2.0 contains over 90 new retirement provisions, with varying effective dates through 2027. The most significant changes impact existing plan provisions included updates to required minimum distributions, hardship distributions rules, expanded eligibility of part-time employees, and modifications to catchup contribution rules. SECURE Act 2.0 amendments must be adopted by December 31, 2025 for calendar year plans. The Plan Sponsor should work with their service provider to ensure the plan document is updated in accordance with the provisions of SECURE Act 2.0.

11. SUBSEQUENT EVENTS

Events occurring after December 31, 2023, have been evaluated through October 9, 2024 for possible adjustments of the most recent financial statements and disclosures. October 9, 2024 is the date the financial statements were available to be issued.

SUPPLEMENTAL INFORMATION

ERNEST-SPENCER, INC. SALARY SAVINGS PLAN
SCHEDULE H, LINE 4i- SCHEDULE OF ASSETS (HELD AT END OF YEAR)
PLAN NUMBER: 001 FEIN: 48-1134102
December 31, 2023

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value	
BlackRock 80/20 Target Allocation K	Mutual fund shares	\$ 3,696	\$ 4,172	
TIAA-CREF Lifecycle Index 2015 Inst	Mutual fund shares	17,525	18,240	
TIAA-CREF Lifecycle Index 2020 Inst	Mutual fund shares	11,372	12,178	
TIAA-CREF Lifecycle Index 2025 Inst	Mutual fund shares	342,284	386,449	
TIAA-CREF Lifecycle Index 2030 Inst	Mutual fund shares	188,291	228,260	
TIAA-CREF Lifecycle Index 2040 Inst	Mutual fund shares	300,371	402,950	
TIAA-CREF Lifecycle Index 2045 Inst	Mutual fund shares	78,897	98,226	
TIAA-CREF Lifecycle Index 2050 Instl	Mutual fund shares	79,089	99,985	
TIAA-CREF Lifecycle Index 2055 Inst	Mutual fund shares	47,292	63,413	
TIAA-CREF Lifecycle Index 2060 Instl	Mutual fund shares	57,769	75,992	
American Funds New World R6	Mutual fund shares	148,254	166,801	
Artisan International Value Instl	Mutual fund shares	70,825	83,361	
Fidelity Intl Sustainability Idx	Mutual fund shares	15,498	16,255	
TIAA-CREF International Eq Idx Instl	Mutual fund shares	77,888	84,090	
Vanguard Emerging Mkts Stock Idx Adm	Mutual fund shares	29,630	28,972	
Vanguard International Growth Adm	Mutual fund shares	9,996	7,693	
Principal Real Estate Securities Fd R-6	Mutual fund shares	41,137	45,321	
Vanguard Real Estate Index Admiral	Mutual fund shares	66,658	68,623	
Vanguard Small Cap Index Adm	Mutual fund shares	127,092	162,987	
PGIM Jennison Mid-Cap Growth R6	Mutual fund shares	163,243	176,802	
Vanguard Mid Cap Index Fund - Admiral	Mutual fund shares	45,321	53,213	
Victory Sycamore Established Value I	Mutual fund shares	2,399	2,324	
Fidelity 500 Index	Mutual fund shares	32,980	38,062	
JPMorgan Equity Income R6	Mutual fund shares	91,157	119,170	
Putnam Growth Opportunities R6	Mutual fund shares	160,130	166,534	
Vanguard Growth Index Adm	Mutual fund shares	14,150	19,115	
Vanguard Total Stock Mkt Idx Adm	Mutual fund shares	44,346	50,752	
Vanguard Value Index Adm	Mutual fund shares	39,544	44,496	
Vanguard Balanced Index Adm	Mutual fund shares	486,003	527,094	
Vanguard Wellesley Income Adm	Mutual fund shares	4,028	3,844	
American Funds Inflation Linked Bd R6	Mutual fund shares	138	142	
BlackRock Strategic Income Opps K	Mutual fund shares	862	839	
Dodge & Cox Income	Mutual fund shares	8,094	7,578	
Federated Hermes Instl High Yield Bd R6	Mutual fund shares	7,701	7,575	
Fidelity US Bond Index	Mutual fund shares	28,680	29,682	
PIMCO Int Bond (USD-Hedged) Inst	Mutual fund shares	31,957	30,412	
Schwab Treasury Infl Protected Secs Idx	Mutual fund shares	19,978	19,798	
Vanguard GNMA Adm	Mutual fund shares	1,641	1,554	
Vanguard Intmdt-Term Trs Idx Admiral	Mutual fund shares	8,852	9,140	
Vanguard Total Intl Bd Idx Admiral	Mutual fund shares	145	147	
* Key Guaranteed Portfolio Fund	Fixed annuity shares	293,680	313,407	
* Participant Loans	Range of interest rates is 4.25%-9.50%	-	38,278	
* represents party-in-interest				

ERNEST-SPENCER, INC. SALARY SAVINGS PLAN
SCHEDULE H, LINE 4j – SCHEDULE OF REPORTABLE TRANSACTIONS
PLAN NUMBER: 001 FEIN: 48-1134102
December 31, 2023

(b)	(c)	(d)	(g)	(h)	(i)
Description of assets	Purchase price	Selling price	Cost of asset	Current value of asset on transaction date	Net gain or (loss)
Invesco Discovery Mid Cap Growth R6	\$ -	\$ 156,060	\$ 153,264	\$ 156,060	\$ 2,796
PGIM Jennison Mid-Cap Growth R6	156,060	-	156,060	156,060	-



**ERNEST-SPENCER METALS, INC.
SALARY SAVINGS PLAN**

FINANCIAL STATEMENTS WITH SUPPLEMENTAL
INFORMATION TOGETHER WITH INDEPENDENT
AUDITOR'S REPORT

DECEMBER 31, 2023 AND 2022

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Independent Auditor's Report

To the Trustee

Ernest-Spencer Metals, Inc. Salary Savings Plan

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

We have performed an audit of the accompanying financial statements of Ernest-Spencer Metals, Inc. Salary Savings Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 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 years ended December 31, 2023 and 2022, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Ernest-Spencer Metals, Inc. Salary Savings 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 the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

Auditor's Responsibility 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 Ernest-Spencer Metals, Inc. Salary Savings Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Ernest-Spencer Metals, Inc. Salary Savings 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.

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 schedule of assets held at end of year and schedule of reportable transactions 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 its 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 schedule 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).

SSC CPAs, P.A.

SSC CPAs, P.A.
Topeka, Kansas
October 9, 2024

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31,	2023		2022	
ASSETS				
Investments, at fair value:				
Mutual funds	\$	3,362,240	\$	2,677,837
Guaranteed interest contract		313,407		296,976
Total investments		3,675,647		2,974,813
Receivables:				
Notes receivable from participants		38,278		33,621
Total receivables		38,278		33,621
TOTAL ASSETS		3,713,925		3,008,434
LIABILITIES				
Other liabilities		3,775		-
Total liabilities		3,775		-
NET ASSETS AVAILABLE FOR BENEFITS	\$	3,710,150	\$	3,008,434

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the years ended December 31,	2023	2022
Additions:		
Investment income		
Net appreciation (depreciation) in fair value of investments	\$ 412,080	\$ (638,279)
Interest income	87,740	74,046
Total investment income (loss)	499,820	(564,233)
Contributions:		
Employee	395,306	335,533
Employer	71,785	67,682
Rollovers	12,734	19,355
Total contributions	479,825	422,570
Interest income on notes receivable from participants	3,230	2,321
Total additions	982,875	(139,342)
Deductions:		
Benefits paid to participants	230,523	197,356
Administrative expenses	50,636	48,948
Total deductions	281,159	246,304
Change in net assets	701,716	(385,646)
Net assets available for benefits:		
Beginning of year	3,008,434	3,394,080
End of year	\$ 3,710,150	\$ 3,008,434

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

1. PLAN DESCRIPTION

The following description of the Ernest-Spencer Metals, Inc. Salary Savings Plan (Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions, which are available from the plan administrator.

General

The Plan, as adopted June 1, 1988, is a defined contribution plan covering all full-time employees of Ernest-Spencer Metals, Inc., who are eligible. Effective January 1, 2015, the plan was restated and employee eligibility conditions were changed to 1) completion of six months of employment and 2) attainment of age 21. The plan's entry dates were changed to January 1 and July 1. The restated eligibility conditions and entry dates only apply to employees hired on or after September 1, 2015. The restated Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). Effective January 1, 2023, the plan was restated, and employee eligibility conditions were changed to attainment of age 18 and completion of six months of employment.

Contributions

Participants can make pre-tax deferral contributions and/or post-tax Roth elective deferral contributions to the Plan. Matching contributions are calculated based on elective deferral contributions and participant's eligible compensation for the Plan year. The Company elected to make a 25% matching contribution for any deferral amount up to 6% of eligible compensation per payroll. Catch-up contributions are allowed for participants age 50 or older. Contributions are subject to certain Internal Revenue Code ("IRC") limitations.

Vesting

Participant contributions plus actual earnings are 100% vested immediately. Vesting in a participant's employer contribution account is based on the years of continuous service. A participant becomes fully vested regardless of the years of service, upon attainment of normal retirement age, early retirement age, upon retirement due to disability, upon death, or upon termination of the Plan. Employer contributions are subject to the following vesting schedule:

Years of Service	Vested %
1	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Payment of benefits

Participants who have attained the normal retirement age of 65 are entitled to receive vested benefits. The plan also permits early retirement at the ages 55-64 provided the participant has completed at least six years of service. On retirement, a participant may elect to receive a single lump sum payment. Benefits are recorded when paid.

Participant investment account options

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

Participant accounts

Each participant's account is credited with the participant's contribution and allocation of (a) the employer's matching contribution, if any (b) investment earnings (losses) on their individual account balances, and (c) allocation of administrative expenses. Allocations are based on participant earnings 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.

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

Notes receivable from participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their account balance. The notes receivable are secured by the balance in the participant's account and bear interest rates 1% above the prime rate. Principal and interest is paid ratably through payroll deductions. Notes receivable from participants are measured at their unpaid principal balance plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 or 2022. Notes receivable from participants at December 31, 2023 and 2022 were \$38,278 and \$33,621, respectively.

Forfeitures

Forfeitures attributable to matching contributions will be used to pay administrative expenses or reduce any non-elective contribution or matching contributions. As of December 31, 2023 and 2022, the forfeiture account balance was \$0. During the years ended December 31, 2023 and 2022, \$10,194 and \$2,761 of forfeitures were used to offset the employer match, respectively.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

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

Use of estimates

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment valuation

For plan years ended December 31, 2023 and 2022, investment information was provided and certified by Empower Trust Company, LLC. In accordance with FASB ASC 820, investments are grouped at fair value in three levels, based on the market in which the assets are traded and reliability of the assumptions used to determine fair value. See Note 6 for discussion of fair value measurements.

Administrative expenses

The Plan permits the payment of plan expenses from the Plan's assets. For plan years ended December 31, 2023 and 2022, plan expenses were paid by the Plan. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in administrative expenses.

3. PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations and participants would become 100% vested in their employer contributions.

4. TAX STATUS

ERP Retirement Services LLC (formerly known as Compensation Benefit Planning, Inc.) is the Plan's third-party administrator. The plan adopted the ERP Retirement Services LLC non-standardized 401(k) profit sharing plan, as a restatement of the prior plan. The prototype plan was approved by the Internal Revenue Service (IRS) on March 31, 2014.

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

The Plan's administrator and third-party administrator believe the Plan is designed and being operated in compliance with the applicable requirements of the IRC. They believe that the Plan was qualified and the related trust was tax exempt, and no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

5. INVESTMENT INFORMATION CERTIFIED BY THE TRUSTEE

Empower Trust Company, LLC is the trustee of the Plan's assets for the years ended December 31, 2023 and 2022.

Certain information related to investments disclosed in the accompanying financial statements and supplemental schedule including investments held at December 31, 2023 and 2022, and net appreciation (depreciation) in fair value of investments and interest for the years then ended, was obtained and derived from information supplied to the plan administrator and certified as complete and accurate by Empower Trust Company, LLC.

6. FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to measure the fair value of certain financial instruments could result in a different fair value at the reporting date.

The framework for measuring fair value provides a hierarchy that prioritizes the inputs to valuation techniques. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (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 below.

- Level 1 — Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2 — Inputs to the valuation methodology include:
 - Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets or liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability;
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

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

Following is a description of the valuation methodologies used for assets measured at fair value provided by Empower Trust Company, LLC:

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily Net Asset Value ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Guaranteed interest contracts: Valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer. The guaranteed interest contracts promise contract value for a benefit event (termination, death, disability, and retirement); however, there is a possible market value adjustment when funds are withdrawn prior to maturity. Therefore, the guaranteed interest contracts are not considered benefit-responsive and are valued at estimated fair value as determined by Empower Trust Company, LLC.

The following table sets forth, within the fair value hierarchy, the Plan's assets measured at fair value on a recurring basis as of December 31:

2023

Fair Value Measurements at Reporting Date Using:					
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total	
Mutual funds	\$ 3,362,240	\$ -	\$ -	\$ 3,362,240	
Guaranteed interest contracts	-	313,407	-	313,407	
Total Investments	\$ 3,362,240	\$ 313,407	\$ -	\$ 3,675,647	

2022

Fair Value Measurements at Reporting Date Using:					
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total	
Mutual funds	\$ 2,677,837	\$ -	\$ -	\$ 2,677,837	
Guaranteed interest contracts	-	296,976	-	296,976	
Total Investments	\$ 2,677,837	\$ 296,976	\$ -	\$ 2,974,813	

7. KEY GUARANTEED PORTFOLIO FUND

The following information is obtained from Empower Trust Company, LLC:

For plan years 2023 and 2022, the Plan invested in a general account product offered through a group annuity contract. Participant principal and interest are fully guaranteed by the entire general account assets of Empower Annuity Insurance Company of America, which as of December 31, 2023 and 2022 were \$49.5 billion and \$52.1 billion, respectively. These assets are primarily high-quality, fixed income bonds, with 99% rated investment-grade as of December 31, 2023 and 2022, respectively. Stability of principal is the primary objective of this investment option. The fixed account guarantees a minimum rate of interest for the life of an annuity contract, but may credit a higher interest rate from time to time. Interest is credited to the principal and the investment increases through compound interest to create a book value

ERNEST-SPENCER METALS, INC. SALARY SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS

amount to the participant. Amounts allocated to the fixed account are held in funds offered through an insurance company's general account or separate account. Each quarter an interest rate is established for all money, regardless of when it was deposited. The credited interest rate may stay the same or change each quarter.

8. PARTY-IN-INTEREST AND RELATED PARTY TRANSACTIONS

As more fully described in Note 7, the Plan invests in a group annuity contract with Empower Annuity Insurance Company of America, the parent company of the Plan's trustee. These transactions qualify as party-in-interest transactions.

9. RISKS AND UNCERTAINTIES

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

10. SECURE ACT 2.0

On December 23, 2022, Congress passed the Consolidated Appropriations Act of 2023 which included SECURE Act 2.0. SECURE Act 2.0 contains over 90 new retirement provisions, with varying effective dates through 2027. The most significant changes impact existing plan provisions included updates to required minimum distributions, hardship distributions rules, expanded eligibility of part-time employees, and modifications to catchup contribution rules. SECURE Act 2.0 amendments must be adopted by December 31, 2025 for calendar year plans. The Plan Sponsor should work with their service provider to ensure the plan document is updated in accordance with the provisions of SECURE Act 2.0.

11. SUBSEQUENT EVENTS

Events occurring after December 31, 2023, have been evaluated through October 9, 2024 for possible adjustments of the most recent financial statements and disclosures. October 9, 2024 is the date the financial statements were available to be issued.

SUPPLEMENTAL INFORMATION

ERNEST-SPENCER, INC. SALARY SAVINGS PLAN
SCHEDULE H, LINE 4i- SCHEDULE OF ASSETS (HELD AT END OF YEAR)
PLAN NUMBER: 001 FEIN: 48-1134102
December 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	BlackRock 80/20 Target Allocation K	Mutual fund shares	\$ 3,696	\$ 4,172
	TIAA-CREF Lifecycle Index 2015 Inst	Mutual fund shares	17,525	18,240
	TIAA-CREF Lifecycle Index 2020 Inst	Mutual fund shares	11,372	12,178
	TIAA-CREF Lifecycle Index 2025 Inst	Mutual fund shares	342,284	386,449
	TIAA-CREF Lifecycle Index 2030 Inst	Mutual fund shares	188,291	228,260
	TIAA-CREF Lifecycle Index 2040 Inst	Mutual fund shares	300,371	402,950
	TIAA-CREF Lifecycle Index 2045 Inst	Mutual fund shares	78,897	98,226
	TIAA-CREF Lifecycle Index 2050 Instl	Mutual fund shares	79,089	99,985
	TIAA-CREF Lifecycle Index 2055 Inst	Mutual fund shares	47,292	63,413
	TIAA-CREF Lifecycle Index 2060 Instl	Mutual fund shares	57,769	75,992
	American Funds New World R6	Mutual fund shares	148,254	166,801
	Artisan International Value Instl	Mutual fund shares	70,825	83,361
	Fidelity Intl Sustainability Idx	Mutual fund shares	15,498	16,255
	TIAA-CREF International Eq Idx Instl	Mutual fund shares	77,888	84,090
	Vanguard Emerging Mkts Stock Idx Adm	Mutual fund shares	29,630	28,972
	Vanguard International Growth Adm	Mutual fund shares	9,996	7,693
	Principal Real Estate Securities Fd R-6	Mutual fund shares	41,137	45,321
	Vanguard Real Estate Index Admiral	Mutual fund shares	66,658	68,623
	Vanguard Small Cap Index Adm	Mutual fund shares	127,092	162,987
	PGIM Jennison Mid-Cap Growth R6	Mutual fund shares	163,243	176,802
	Vanguard Mid Cap Index Fund - Admiral	Mutual fund shares	45,321	53,213
	Victory Sycamore Established Value I	Mutual fund shares	2,399	2,324
	Fidelity 500 Index	Mutual fund shares	32,980	38,062
	JPMorgan Equity Income R6	Mutual fund shares	91,157	119,170
	Putnam Growth Opportunities R6	Mutual fund shares	160,130	166,534
	Vanguard Growth Index Adm	Mutual fund shares	14,150	19,115
	Vanguard Total Stock Mkt Idx Adm	Mutual fund shares	44,346	50,752
	Vanguard Value Index Adm	Mutual fund shares	39,544	44,496
	Vanguard Balanced Index Adm	Mutual fund shares	486,003	527,094
	Vanguard Wellesley Income Adm	Mutual fund shares	4,028	3,844
	American Funds Inflation Linked Bd R6	Mutual fund shares	138	142
	BlackRock Strategic Income Opps K	Mutual fund shares	862	839
	Dodge & Cox Income	Mutual fund shares	8,094	7,578
	Federated Hermes Instl High Yield Bd R6	Mutual fund shares	7,701	7,575
	Fidelity US Bond Index	Mutual fund shares	28,680	29,682
	PIMCO Int Bond (USD-Hedged) Inst	Mutual fund shares	31,957	30,412
	Schwab Treasury Infl Protected Secs Idx	Mutual fund shares	19,978	19,798
	Vanguard GNMA Adm	Mutual fund shares	1,641	1,554
	Vanguard Intmdt-Term Trs Idx Admiral	Mutual fund shares	8,852	9,140
	Vanguard Total Intl Bd Idx Admiral	Mutual fund shares	145	147
*	Key Guaranteed Portfolio Fund	Fixed annuity shares	293,680	313,407
*	Participant Loans	Range of interest rates is 4.25%-9.50%	-	38,278
*	represents party-in-interest			

ERNEST-SPENCER, INC. SALARY SAVINGS PLAN
SCHEDULE H, LINE 4j – SCHEDULE OF REPORTABLE TRANSACTIONS
PLAN NUMBER: 001 FEIN: 48-1134102
December 31, 2023

(b)	(c)	(d)	(g)	(h)	(i)
Description of assets	Purchase price	Selling price	Cost of asset	Current value of asset on transaction date	Net gain or (loss)
Invesco Discovery Mid Cap Growth R6	\$ -	\$ 156,060	\$ 153,264	\$ 156,060	\$ 2,796
PGIM Jennison Mid-Cap Growth R6	156,060	-	156,060	156,060	-

ERNEST-SPENCER, INC. SALARY SAVINGS PLAN
SCHEDULE H, LINE 4i- SCHEDULE OF ASSETS (HELD AT END OF YEAR)
PLAN NUMBER: 001 FEIN: 48-1134102
December 31, 2023

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value	
BlackRock 80/20 Target Allocation K	Mutual fund shares	\$ 3,696	\$ 4,172	
TIAA-CREF Lifecycle Index 2015 Inst	Mutual fund shares	17,525	18,240	
TIAA-CREF Lifecycle Index 2020 Inst	Mutual fund shares	11,372	12,178	
TIAA-CREF Lifecycle Index 2025 Inst	Mutual fund shares	342,284	386,449	
TIAA-CREF Lifecycle Index 2030 Inst	Mutual fund shares	188,291	228,260	
TIAA-CREF Lifecycle Index 2040 Inst	Mutual fund shares	300,371	402,950	
TIAA-CREF Lifecycle Index 2045 Inst	Mutual fund shares	78,897	98,226	
TIAA-CREF Lifecycle Index 2050 Instl	Mutual fund shares	79,089	99,985	
TIAA-CREF Lifecycle Index 2055 Inst	Mutual fund shares	47,292	63,413	
TIAA-CREF Lifecycle Index 2060 Instl	Mutual fund shares	57,769	75,992	
American Funds New World R6	Mutual fund shares	148,254	166,801	
Artisan International Value Instl	Mutual fund shares	70,825	83,361	
Fidelity Intl Sustainability Idx	Mutual fund shares	15,498	16,255	
TIAA-CREF International Eq Idx Instl	Mutual fund shares	77,888	84,090	
Vanguard Emerging Mkts Stock Idx Adm	Mutual fund shares	29,630	28,972	
Vanguard International Growth Adm	Mutual fund shares	9,996	7,693	
Principal Real Estate Securities Fd R-6	Mutual fund shares	41,137	45,321	
Vanguard Real Estate Index Admiral	Mutual fund shares	66,658	68,623	
Vanguard Small Cap Index Adm	Mutual fund shares	127,092	162,987	
PGIM Jennison Mid-Cap Growth R6	Mutual fund shares	163,243	176,802	
Vanguard Mid Cap Index Fund - Admiral	Mutual fund shares	45,321	53,213	
Victory Sycamore Established Value I	Mutual fund shares	2,399	2,324	
Fidelity 500 Index	Mutual fund shares	32,980	38,062	
JPMorgan Equity Income R6	Mutual fund shares	91,157	119,170	
Putnam Growth Opportunities R6	Mutual fund shares	160,130	166,534	
Vanguard Growth Index Adm	Mutual fund shares	14,150	19,115	
Vanguard Total Stock Mkt Idx Adm	Mutual fund shares	44,346	50,752	
Vanguard Value Index Adm	Mutual fund shares	39,544	44,496	
Vanguard Balanced Index Adm	Mutual fund shares	486,003	527,094	
Vanguard Wellesley Income Adm	Mutual fund shares	4,028	3,844	
American Funds Inflation Linked Bd R6	Mutual fund shares	138	142	
BlackRock Strategic Income Opps K	Mutual fund shares	862	839	
Dodge & Cox Income	Mutual fund shares	8,094	7,578	
Federated Hermes Instl High Yield Bd R6	Mutual fund shares	7,701	7,575	
Fidelity US Bond Index	Mutual fund shares	28,680	29,682	
PIMCO Int Bond (USD-Hedged) Inst	Mutual fund shares	31,957	30,412	
Schwab Treasury Infl Protected Secs Idx	Mutual fund shares	19,978	19,798	
Vanguard GNMA Adm	Mutual fund shares	1,641	1,554	
Vanguard Intmdt-Term Trs Idx Admiral	Mutual fund shares	8,852	9,140	
Vanguard Total Intl Bd Idx Admiral	Mutual fund shares	145	147	
* Key Guaranteed Portfolio Fund	Fixed annuity shares	293,680	313,407	
* Participant Loans	Range of interest rates is 4.25%-9.50%	-	38,278	
* represents party-in-interest				

ERNEST-SPENCER, INC. SALARY SAVINGS PLAN
SCHEDULE H, LINE 4j – SCHEDULE OF REPORTABLE TRANSACTIONS
PLAN NUMBER: 001 FEIN: 48-1134102
December 31, 2023

(b)	(c)	(d)	(g)	(h)	(i)
Description of assets	Purchase price	Selling price	Cost of asset	Current value of asset on transaction date	Net gain or (loss)
Invesco Discovery Mid Cap Growth R6	\$ -	\$ 156,060	\$ 153,264	\$ 156,060	\$ 2,796
PGIM Jennison Mid-Cap Growth R6	156,060	-	156,060	156,060	-