

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 WALBEC GROUP RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 002
1c	Effective date of plan 08/01/2000
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) CONSTRUCTION RESOURCES MANAGEMENT, INC. N3 W23650 BADINGER ROAD WAUKESHA, WI 53188
2b	Employer Identification Number (EIN) 39-1542489
2c	Plan Sponsor's telephone number 262-524-1882
2d	Business code (see instructions) 541219

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.	10/14/2024	SUE MILLER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 828
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) 695 6a(2) 697 6b 2 6c 194 6d 893 6e 1 6f 894 6g(1) 823 6g(2) 894 6h 46
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2F 2H 2J 2S 2T 3D 3H

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

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

a Pension Schedules

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

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

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

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

A Name of plan WALBEC GROUP RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 CONSTRUCTION RESOURCES MANAGEMENT, INC.	D Employer Identification Number (EIN) 39-1542489

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).....

No

Yes

☒
- b

If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b)

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

(b)

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

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

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

ONEAMERICA RETIREMENT SERVICES LLC

46-5378846

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 37 38 50 64	NONE	107950	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MATRIX TRUST COMPANY

75-3182674

(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?
19 21 25 62	NONE	0	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MATRIX TRUST COMPANY	19 21 25 62	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
ONEAMERICA RETIREMENT SERVICES LLC 46-5378846	ONEAMERICA HAS AN AGREEMENT WITH MATRIX TRUST COMPANY TO PAY \$2,500 ANNUAL TRUST AND CUSTODY FEE PLUS 1 BASIS POINT ON MARKET VALUE ANNUALIZED MONTHLY.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan WALBEC GROUP RETIREMENT PLAN	B Three-digit plan number (PN) ▶	002
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 CONSTRUCTION RESOURCES MANAGEMENT, INC.	D Employer Identification Number (EIN) 39-1542489	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)		
a Name of MTIA, CCT, PSA, or 103-12 IE: MORLEY STABLE VALUE FUND			
b Name of sponsor of entity listed in (a): PRINCIPAL GLOBAL INVESTORS TRUST COMPANY			
c EIN-PN 93-6274329-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4215217	
a Name of MTIA, CCT, PSA, or 103-12 IE: CASTLEARK SMALL COMPANY GROWTH			
b Name of sponsor of entity listed in (a): CASTLEARK			
c EIN-PN 46-4251197-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5414406	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

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

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

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

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

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

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan WALBEC GROUP RETIREMENT PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 CONSTRUCTION RESOURCES MANAGEMENT, INC.	D Employer Identification Number (EIN) 39-1542489	

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	154392	2587
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	4325549	4556347
(2) Participant contributions	1b(2)	88623	103441
(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)	83653	28906
(9) Value of interest in common/collective trusts	1c(9)	9816771	9629623
(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)	131468710	143686445
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(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	145937698	158007349
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	5082	10563
k Total liabilities (add all amounts in lines 1g through 1j)	1k	5082	10563
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	145932616	157996786

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)	6259302	
(B) Participants	2a(1)(B)	4181925	
(C) Others (including rollovers)	2a(1)(C)	139166	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		10580393
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	3061	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		3061
(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)	5422617	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		5422617
(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)		560347
(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)		14727524
c Other income	2c		197821
d Total income. Add all income amounts in column (b) and enter total	2d		31491763

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	19296065	
(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)		19296065
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		23578
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)	107950	
(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)		107950
j Total expenses. Add all expense amounts in column (b) and enter total	2j		19427593

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		12064170
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: **CLIFTONLARSONALLEN LLP**

(2) EIN: **41-0746749**

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.)	☒	☐	40
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?	☒	☐	1000000
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 WALBEC GROUP RETIREMENT PLAN		B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 CONSTRUCTION RESOURCES MANAGEMENT, INC.		D Employer Identification Number (EIN) 39-1542489
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 75-3182674		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No	
21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).	
☒ Design-based safe harbor method	
☐ "Prior year" ADP test	
☐ "Current year" ADP test	
☐ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter <u>08 / 19 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q704137A</u> .	

WALBEC GROUP RETIREMENT PLAN
FINANCIAL STATEMENTS AND
ERISA-REQUIRED SUPPLEMENTAL SCHEDULES
YEARS ENDED DECEMBER 31, 2023 AND 2022



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**WALBEC GROUP RETIREMENT PLAN
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YEARS ENDED DECEMBER 31, 2023 AND 2022**

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INDEPENDENT AUDITORS' REPORT

Administrative Committee
Walbec Group Retirement Plan
Waukesha, Wisconsin

Report on the Audit of the Financial Statements

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

We have performed an audit of the accompanying financial statements of Walbec Group Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the 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 Walbec Group Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our 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 DOL'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 3 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 *Auditors' Responsibilities for the Audit of the Financial Statements* section:

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

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of Walbec Group Retirement 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 Walbec Group Retirement Plan's ability to continue as a going concern for one year after the date that 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.

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Walbec Group Retirement 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 Walbec Group Retirement 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.

Other Matters

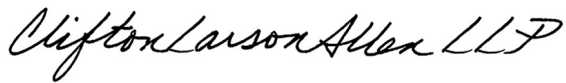
Supplemental Schedule Required by ERISA

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

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

In our opinion:

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

A handwritten signature in cursive script that reads "CliftonLarsonAllen LLP".

CliftonLarsonAllen LLP

Milwaukee, WI
October 7, 2024

WALBEC GROUP RETIREMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2023 AND 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
CASH	\$ 2,587	\$ 154,392
INVESTMENTS (at Fair Value)		
Collective Funds	9,629,623	9,816,771
Mutual Funds	143,686,445	131,468,711
Total Investments at Fair Value	<u>153,316,068</u>	<u>141,285,482</u>
RECEIVABLES		
Notes Receivable from Participants	111,944	157,799
Employee 401(k) Deferral Contributions	103,441	88,623
Company Contributions	4,556,346	4,325,549
Total Receivables	<u>4,771,731</u>	<u>4,571,971</u>
Total Assets	158,090,386	146,011,845
LIABILITIES		
PAYABLES FOR SECURITIES PURCHASED	<u>10,563</u>	<u>5,082</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 158,079,823</u></u>	<u><u>\$ 146,006,763</u></u>

See accompanying Notes to Financial Statements.

WALBEC GROUP RETIREMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED DECEMBER 31, 2023 AND 2022

	<u>2023</u>	<u>2022</u>
ADDITIONS:		
INVESTMENT INCOME (LOSS)		
Net Appreciation (Depreciation) in Fair Value of Investments	\$ 15,485,692	\$ (31,320,236)
Interest and Dividends	<u>5,422,617</u>	<u>2,998,370</u>
Total Investment Income (Loss)	20,908,309	(28,321,866)
INTEREST INCOME ON NOTES RECEIVABLES FROM PARTICIPANTS	3,061	5,151
CONTRIBUTIONS		
Employee 401(k) Deferral	4,181,925	4,032,775
Company Contributions	6,259,302	6,029,267
Employee Rollover	<u>139,166</u>	<u>251,965</u>
Total Contributions	<u>10,580,393</u>	<u>10,314,007</u>
Total Additions (Subtractions)	31,491,763	(18,002,708)
DEDUCTIONS:		
BENEFITS PAID TO PARTICIPANTS	19,310,753	13,140,011
ADMINISTRATIVE EXPENSES	<u>107,950</u>	<u>163,753</u>
Total Deductions	<u>19,418,703</u>	<u>13,303,764</u>
NET INCREASE (DECREASE)	12,073,060	(31,306,472)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of Year	<u>146,006,763</u>	<u>177,313,235</u>
End of Year	<u><u>\$ 158,079,823</u></u>	<u><u>\$ 146,006,763</u></u>

See accompanying Notes to Financial Statements.

WALBEC GROUP RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 1 DESCRIPTION OF PLAN

The following description of Walbec Group Retirement Plan, (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan originally effective August 1, 2000. The Plan has been amended throughout the years to comply with tax legislation and most recently amended effective January 1, 2022. The Plan excludes leased employees, nonresident aliens and employees covered by a collective bargaining agreement. The Plan is subject to the Employee Retirement Income Security Act of 1974 (ERISA). The Administrative Committee is responsible for the oversight of the Plan.

Eligibility

Employees of Construction Resources Management, Inc., Payne & Dolan, Inc., Zenith Tech, Inc., Northeast Asphalt, Inc., Premier Concrete, Inc. and Cicchini Asphalt, Inc. (collectively, the Company) who are not excluded above, are at least 21 years old, and have completed at least sixty days of service are eligible to participate in employee deferrals and employer safe harbor contributions. Employees that have met the above-mentioned criteria and have completed one year of service are eligible to participate in employer profit sharing contributions.

Contributions

The Plan includes a salary deferral arrangement allowed under Section 401(k) of the Internal Revenue Code (IRC). Eligible participants are permitted to elect to have up to 100% of their compensation contributed as pre-tax 401(k) or Roth contributions to the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participant have their deferral rate set at 3% of eligible compensation, and their contributions invested in the designated default fund until changed by the participant.

The Company makes a safe harbor matching contribution of 3% of participant compensation to the Plan. Additionally, the Company has the ability to make a discretionary profit-sharing contribution. The profit-sharing contribution was 8% of compensation for the years ended December 31, 2023 and 2022.

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of contributions into various investment options offered by the Plan. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

**WALBEC GROUP RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022**

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Participant Accounts

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

Vesting

Participants are fully vested upon entry into the Plan in regard to employee contributions and Company match contributions. A participant is 100% vested after six years of credited service in regard to profit-sharing contributions. Notwithstanding the above a participant is fully vested upon reaching normal retirement age, death, or permanent disability.

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 vested account balance. The notes are repaid in a period not to exceed five years and accrue interest at the bank's prime rate plus 2%. Principal and interest is paid ratably through payroll deductions.

Benefit Payments

Upon termination of service due to death, disability, or retirement, a participant may elect to receive the value of the vested interest in his or her account in the form of a lump sum distribution, installment payments, partial withdrawals, or direct rollover. The Plan allows for in-service distributions if a participant reaches age 60. If a participant terminates employment and the participant's account balance does not exceed \$1,000, the Plan administrator will authorize the benefit payment as soon as administratively practical after the first day of the Plan year following the termination of service. If the balance of the terminated participant's account is between \$1,000 and \$5,000, the Plan Sponsor may authorize that the benefit payment be rolled into an individual retirement account in the participant's name.

Forfeited Accounts

Forfeitures are declared after a fifth consecutive one-year break in service. At December 31, 2023 and 2022, forfeited nonvested account totaled \$242,031 and \$213,300 respectively. The forfeiture amounts are allocated to participant's accounts on the same basis as the Company's contributions. Forfeitures allocated to the participants for the years ended December 31, 2023 and 2022, were \$224,757 and \$113,307, respectively.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

**WALBEC GROUP RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022**

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Use of Estimates

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

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Administrative Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and custodians. See Note 4 for discussion of fair value measurements.

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 or 2022. Delinquent notes receivable are recorded as distributions on the basis of the terms of the Plan document.

Benefit Payments

Benefits are recorded when paid.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the Plan document. Expenses paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits.

Subsequent Events

The Plan has evaluated subsequent events through October 7, 2024, the date the financial statements were available to be issued.

**WALBEC GROUP RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022**

NOTE 3 CERTIFICATION OF INVESTMENT INFORMATION

Matrix Trust Company, the qualified institution of the Plan, has certified to the completeness and accuracy of all investment information and notes receivable from participants reflected on the accompanying statement of net assets available for benefits as of December 31, 2023 and 2022, the statement of changes in net assets for the years then ended, the schedule of assets (held at end of year) as of December 31, 2023, and the reportable transaction schedule as of December 31, 2023.

NOTE 4 FAIR VALUE OF INVESTMENTS

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

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 other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

- 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 market value measurement.

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.

WALBEC GROUP RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 4 FAIR VALUE OF INVESTMENTS (CONTINUED)

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

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the 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.

Collective Fund: Valued at the NAV of units of the bank collective trust. NAV is a readily determinable fair value and is the basis for current transactions. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

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

2023				
	Level 1	Level 2	Level 3	Total
Collective Funds	\$ -	\$ 9,629,623	\$ -	\$ 9,629,623
Mutual Funds	143,686,445	-	-	143,686,445
Total Investments at Fair Value	<u>\$143,686,445</u>	<u>\$ 9,629,623</u>	<u>\$ -</u>	<u>\$153,316,068</u>
2022				
	Level 1	Level 2	Level 3	Total
Collective Funds	\$ -	\$ 9,816,771	\$ -	\$ 9,816,771
Mutual Funds	131,468,711	-	-	131,468,711
Total Investments at Fair Value	<u>\$131,468,711</u>	<u>\$ 9,816,771</u>	<u>\$ -</u>	<u>\$141,285,482</u>

NOTE 5 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 the 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.

WALBEC GROUP RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 6 PLAN TERMINATION

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

NOTE 7 PLAN TAX STATUS

The Plan is placing reliance on an opinion letter dated August 19, 2020 received from the IRS on the prototype plan indicating that the Plan is qualified under Section 401 of the IRC and is therefore, not subject to tax under current income tax law. The prototype Plan has been amended since receiving the opinion letter. However, the Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

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

NOTE 8 PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments were managed by Matrix Trust Company, the qualified institution of the Plan. Therefore, the investment transactions qualify as party-in-interest transactions. Fees incurred by the Plan for the investment management services are included in net appreciation in fair value of the investment, as they are paid through revenue sharing, rather than a direct payment.

NOTE 9 NONEXEMPT TRANSACTIONS

During 2023, The Company failed to timely remit to the trustee certain participant contributions totaling \$40, within the period described by the Department of Labor Regulations. Delays in remitting contributions to the trustee were due to administrative delays. This is deemed a prohibited transaction in accordance with ERISA and the IRC.

WALBEC GROUP RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 10 NONPARTICIPANT – DIRECTED INVESTMENTS

The Company profit sharing contribution source allocation of investments is Company directed. Information about the net assets and the significant components of the changes in net assets relating to the nonparticipant-directed investments is as follows:

	2023	2022
Net Assets:		
Common Collective Trusts	\$ 3,063,051	\$ 2,811,047
Mutual Funds	67,632,892	65,173,588
Total Investments at Fair Value	<u>70,695,943</u>	<u>67,984,635</u>
Receivables:		
Company Contributions	<u>4,506,643</u>	<u>4,263,527</u>
Net Assets Available for Benefits	<u>\$ 75,202,586</u>	<u>\$ 72,248,162</u>
Changes in Net Assets:		
Benefits Paid to Participants	\$ (10,114,027)	\$ (7,996,473)
Contributions	4,670,464	4,202,598
Transfers In	71,016	-
Dividends and Interest	2,606,055	2,573,985
Net Appreciation (Depreciation) in Fair Value of Investments	<u>5,720,916</u>	<u>(15,056,970)</u>
Net Increase (Decrease) in Assets Available for Benefits	<u>\$ 2,954,424</u>	<u>\$ (16,276,860)</u>

NOTE 11 RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500 at December 31:

	2023	2022
Net Assets Available for Benefits per the Financial Statements	\$ 158,079,823	\$ 146,006,763
Certain Deemed Distributions of Participant Loans	<u>(83,037)</u>	<u>(74,147)</u>
Net Assets Available for Benefits per Form 5500	<u>\$ 157,996,786</u>	<u>\$ 145,932,616</u>

The following is a reconciliation of the net increase (decrease) in net assets available for benefits per the financial statements to Form 5500 for the year ended December 31:

	2023	2022
Net Increase in Net Assets Available for Benefits per the Financial Statements	\$ 12,073,060	\$ (31,306,472)
Change in Certain Deemed Distributions of Participant Loans	<u>(8,890)</u>	<u>(29,186)</u>
Net Increase in Net Assets Available for Benefits per Form 5500	<u>\$ 12,064,170</u>	<u>\$ (31,335,658)</u>

**WALBEC GROUP RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022**

NOTE 11 RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500 (CONTINUED)

Deemed distributions are recognized for Form 5500 reporting but not for financial statement reporting until a full distribution of the participant's account balance is made.

WALBEC GROUP RETIREMENT PLAN
E.I.N. 39-1542489 PLAN NO. 002
SCHEDULE H, LINE 4a—SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
YEAR ENDED DECEMBER 31, 2023

Year	Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
	Check Here if Late Participant Loan Repayments are Included ☒				
2023	\$ 40	\$ 40	\$ -	\$ -	\$ -

WALBEC GROUP RETIREMENT PLAN
E.I.N. 39-1542489 PLAN NO. 002
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2023

(a)	(b) , (c)	(d)	(e)
	Identity of Issue , Description of Investment	Cost **	Current Value
	<u>Cash</u>	\$ -	\$ 2,587
	<u>Collective Funds:</u>		
	CastleArk Small Company Grow th	-	2,351,355
	CastleArk Small Company Grow th	2,434,369	3,063,051
	Morley Stable Value Fund	-	4,215,217
	Total Collective Funds	2,434,369	9,629,624
	<u>Mutual Funds:</u>		
	American Capital Income Builder Fund	-	1,094,024
	American Europacific Grow th Fund	-	3,628,307
	American Income Fund of America Class R6	-	3,017,124
	American Investment Company of America Class R6	-	-
	Baird Core Plus Bond Inst	8,905,910	9,264,217
	Baird Intermediate Bond Fd Instl	11,408,205	10,518,223
	Brandywine Global - Global Opportunities Bond Fund	-	931,722
	Boston Partners All-Cap Value Fund	-	3,393,906
	Boston Partners All-Cap Value Fund	7,649,514	3,951,679
	Carillon Reams Core Bond Fund	6,768,722	6,410,020
	Cohen & Steers Real Estate Securities Fund CI	-	1,001,053
	DFA Emerging Markets	-	1,817,176
	Dodge & Cox Income Fund	-	3,242,528
	Federated Ultrashort Bond Fund	409,612	415,574
	First Eagle Overseas Fund	-	2,456,457
	FMI Large Cap Fund	-	-
	Hartford Core Equity Fund-R3	-	2,852,295
	Invesco Developing Markets Fund Class Y	-	-
	Invesco Developing Markets Fund Class Y	-	-
	Invesco Equally Weighted S&P 500 Fund	9,502,693	8,418,258
	Janus Henderson Enterprise Fund	-	5,784,400
	Lazard International Strategic Equity Portfolio	-	-
	Metropolitan West Total Return Bond Fund	-	-
	MFS Grow th Fund	-	13,163,446
	MFS International	6,004,671	6,004,671
	Nuance Mid Cap Value Finstl	-	1,606,821
	Pimco Diversified Income Fund	-	-
	Royce Special Equity Fund	-	2,422,538
	Royce Special Equity Fund	4,054,396	3,392,594
	Vanguard 500 Index Fund	-	4,961,258
	Vanguard 500 Index Fund	7,649,514	8,477,286
	Vanguard Cash Reserves Money Market	2,127,063	2,127,063
	Vanguard Developed Markets Fund	6,615,547	6,338,088
	Vanguard Extended Markets Fund	2,636,885	2,315,219
	Vanguard Inflation - Protected Securities Fund Admiral	-	978,276
	Vanguard Mega Cap Grow th Index Fund	-	-

WALBEC GROUP RETIREMENT PLAN
E.I.N. 39-1542489 PLAN NO. 002
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2023

(a)	(b) , (c)	(d)	(e)
	Identity of Issue , Description of Investment	Cost **	Current Value
	<u>Mutual Funds (Continued):</u>		
	Vanguard Small Cap Index Fund	\$ -	\$ 2,716,229
	Vanguard Target Retirement 2020 Fund	-	228,654
	Vanguard Target Retirement 2025 Fund	-	940,219
	Vanguard Target Retirement 2030 Fund	-	1,985,138
	Vanguard Target Retirement 2035 Fund	-	4,152,490
	Vanguard Target Retirement 2040 Fund	-	2,722,811
	Vanguard Target Retirement 2045 Fund	-	1,852,674
	Vanguard Target Retirement 2050 Fund	-	2,409,119
	Vanguard Target Retirement 2055 Fund	-	3,217,234
	Vanguard Target Retirement 2060 Fund	-	529,183
	Vanguard Target Retirement 2065 Fund	-	310,370
	Vanguard Target Retirement Income Fund	-	83,525
	Total Mutual Funds	73,732,732	143,686,444
*	Participant Loans		
	Rates of 5.25% to 8.25%	-	28,906
	Total	\$ 76,167,101	\$ 153,347,560

* Indicates party-in-interest

**Cost omitted for participant-directed accounts

WALBEC GROUP RETIREMENT PLAN
E.I.N. 39-1542489 PLAN NO. 002
SCHEDULE H, LINE 4j—SCHEDULE OF REPORTABLE TRANSACTIONS
YEAR ENDED DECEMBER 31, 2023

(a)	(b)	(c)	(d)	(g)	(i)
Identity of Party Involved	Description of Assets	Purchase Price	Selling Price	Cost	Net Gain (Loss)
Category (iii) - Series of Transactions in Excess of 5% of Net Assets:					
	Vanguard Cash Reserves Fed MM	\$ 4,427,348	\$ -	\$ -	\$ -
	Vanguard Cash Reserves Fed MM	-	10,114,027	8,347,868	1,766,159

Columns (e) and (f) are omitted as they are not applicable.

5% Reportable Transactions (Series by Security)

December 31, 2023

SPONSOR: CONSTRUCTION RESOURCES MANAGEMENT, INC.

EIN: 39-1542489

PLAN NUMBER: 002

NAME: WALBEC GROUP RETIREMENT PLAN

DESCRIPTION OF ASSET/IDENTITY OF PARTIES INVOLVED	QUANTITY	PRICE	EXPENSE INCURRED	COST OF ASSET	VALUE OF ASSET	NET GAIN(LOSS)
BASED ON MARKET VALUE OF 141,592,589.78 AND 5% VALUE OF 7,079,629.49						
Walbec Profit Sharing (CUSIP 999550015)						
01/04/2023 PURCHASE	49.6050	12.0988	0.00	600.16	600.16	0.00
01/06/2023 PURCHASE	99.7330	12.2293	0.00	1,219.66	1,219.66	0.00
01/11/2023 PURCHASE	8.5750	12.3860	0.00	106.21	106.21	0.00
01/31/2023 PURCHASE	45.8920	12.6554	0.00	580.78	580.78	0.00
03/02/2023 PURCHASE	56.2320	12.3933	0.00	696.90	696.90	0.00
03/08/2023 PURCHASE	1.1560	12.3702	0.00	14.30	14.30	0.00
03/14/2023 PURCHASE	348,700.5690	12.2041	0.00	4,255,576.61	4,255,576.61	0.00
03/21/2023 PURCHASE	63.2980	12.2797	0.00	777.28	777.28	0.00
03/24/2023 PURCHASE	71.8010	12.2391	0.00	878.78	878.78	0.00
03/30/2023 PURCHASE	47.2720	12.3932	0.00	585.85	585.85	0.00
05/03/2023 PURCHASE	46.9150	12.4875	0.00	585.85	585.85	0.00
05/22/2023 PURCHASE	4.1150	12.5419	0.00	51.61	51.61	0.00
06/28/2023 PURCHASE	9.3670	12.7736	0.00	119.65	119.65	0.00
07/26/2023 PURCHASE	103.2740	13.1075	0.00	1,353.66	1,353.66	0.00
09/06/2023 PURCHASE	1.1220	12.7540	0.00	14.31	14.31	0.00
09/08/2023 PURCHASE	8,110.2040	12.7198	0.00	103,160.17	103,160.17	0.00
09/27/2023 PURCHASE	4,851.7570	12.4046	0.00	60,184.11	60,184.11	0.00
10/16/2023 PURCHASE	19.6440	12.4384	0.00	244.34	244.34	0.00
11/06/2023 PURCHASE	3.4410	12.4731	0.00	42.92	42.92	0.00
11/14/2023 PURCHASE	21.3930	12.7280	0.00	272.29	272.29	0.00
11/28/2023 PURCHASE	1.1130	12.8571	0.00	14.31	14.31	0.00
12/04/2023 PURCHASE	11.3250	12.9996	0.00	147.22	147.22	0.00
12/08/2023 PURCHASE	8.1490	13.0347	0.00	106.22	106.22	0.00
12/28/2023 PURCHASE	1.0560	13.5511	0.00	14.31	14.31	0.00
PURCHASES TOTAL	362,337.0080		0.00	4,427,347.50	4,427,347.50	0.00
Count of Transactions	24					
01/03/2023 SALE	1,754.3520	11.9914	0.00	17,963.62	21,037.14	3,073.52
01/09/2023 SALE	342.1380	12.2580	0.00	3,503.33	4,193.93	690.60
01/17/2023 SALE	530.2960	12.4936	0.00	5,429.98	6,625.31	1,195.33
01/23/2023 SALE	460.1290	12.5497	0.00	4,711.50	5,774.48	1,062.98
01/25/2023 SALE	2,773.7600	12.5792	0.00	28,401.96	34,891.68	6,489.72
01/27/2023 SALE	1,095.0230	12.6254	0.00	11,212.51	13,825.10	2,612.59
02/06/2023 SALE	8,879.1330	12.6349	0.00	90,918.21	112,186.96	21,268.75
02/07/2023 SALE	24,335.8230	12.7082	0.00	249,187.56	309,264.51	60,076.95
02/08/2023 SALE	3,511.3770	12.6418	0.00	35,954.87	44,390.13	8,435.26
02/13/2023 SALE	9,644.1490	12.6564	0.00	98,751.62	122,060.21	23,308.59
02/15/2023 SALE	297.5900	12.6622	0.00	3,047.18	3,768.15	720.97
02/16/2023 SALE	204.2240	12.5860	0.00	2,091.16	2,570.36	479.20
02/21/2023 SALE	177.6490	12.4086	0.00	1,819.04	2,204.38	385.34
02/22/2023 SALE	269.6080	12.4015	0.00	2,760.66	3,343.54	582.88
02/23/2023 SALE	2,875.5130	12.4515	0.00	29,443.92	35,804.45	6,360.53
02/27/2023 SALE	528.1840	12.3866	0.00	5,408.36	6,542.40	1,134.04
02/28/2023 SALE	402.1030	12.3674	0.00	4,117.35	4,972.97	855.62
03/01/2023 SALE	37,170.6500	12.3635	0.00	380,610.24	459,559.33	78,949.09
03/07/2023 SALE	630.6220	12.3599	0.00	6,457.29	7,794.42	1,337.13
03/13/2023 SALE	529.7670	12.1304	0.00	5,424.58	6,426.29	1,001.71

5% Reportable Transactions (Series by Security)

December 31, 2023

SPONSOR: CONSTRUCTION RESOURCES MANAGEMENT, INC.

EIN: 39-1542489

PLAN NUMBER: 002

NAME: WALBEC GROUP RETIREMENT PLAN

DESCRIPTION OF ASSET/IDENTITY OF PARTIES INVOLVED	QUANTITY	PRICE	EXPENSE INCURRED	COST OF ASSET	VALUE OF ASSET	NET GAIN(LOSS)
BASED ON MARKET VALUE OF 141,592,589.78 AND 5% VALUE OF 7,079,629.49						
03/16/2023 SALE	603.8630	12.1867	0.00	6,253.13	7,359.10	1,105.97
03/17/2023 SALE	95,406.4580	12.1315	0.00	987,954.50	1,157,423.45	169,468.95
03/22/2023 SALE	2,936.8300	12.2198	0.00	30,411.57	35,887.47	5,475.90
03/27/2023 SALE	543.3870	12.2497	0.00	5,626.91	6,656.33	1,029.42
03/28/2023 SALE	312.7510	12.2548	0.00	3,238.62	3,832.70	594.08
04/03/2023 SALE	937.6980	12.5381	0.00	9,710.12	11,756.95	2,046.83
04/04/2023 SALE	4,204.5170	12.4975	0.00	43,538.94	52,545.95	9,007.01
04/06/2023 SALE	307.5830	12.4695	0.00	3,185.11	3,835.41	650.30
04/10/2023 SALE	848.2610	12.4727	0.00	8,783.98	10,580.11	1,796.13
04/14/2023 SALE	306.1660	12.5486	0.00	3,170.43	3,841.95	671.52
04/17/2023 SALE	816.2670	12.5522	0.00	8,452.67	10,245.95	1,793.28
04/18/2023 SALE	1.6210	12.5663	0.00	16.79	20.37	3.58
04/19/2023 SALE	1,520.5870	12.5480	0.00	15,746.10	19,080.32	3,334.22
04/26/2023 SALE	4,740.9020	12.4191	0.00	49,093.35	58,877.73	9,784.38
04/27/2023 SALE	532.3880	12.5008	0.00	5,513.03	6,655.28	1,142.25
05/02/2023 SALE	194.0880	12.4908	0.00	2,009.83	2,424.32	414.49
05/04/2023 SALE	57.0940	12.4363	0.00	591.23	710.04	118.81
05/05/2023 SALE	741.7940	12.5418	0.00	7,681.50	9,303.43	1,621.93
05/11/2023 SALE	3,690.9610	12.5130	0.00	38,220.99	46,185.00	7,964.01
05/16/2023 SALE	5,790.6020	12.4501	0.00	59,963.39	72,093.57	12,130.18
05/19/2023 SALE	1,331.3630	12.5282	0.00	13,786.66	16,679.58	2,892.92
05/23/2023 SALE	635.0100	12.4654	0.00	6,575.72	7,915.65	1,339.93
05/24/2023 SALE	127,038.6770	12.3840	0.00	1,315,523.06	1,573,246.97	257,723.91
05/26/2023 SALE	534.3710	12.4423	0.00	5,533.57	6,648.80	1,115.23
05/31/2023 SALE	5,508.1280	12.3952	0.00	57,038.29	68,274.35	11,236.06
06/02/2023 SALE	260.4790	12.6086	0.00	2,697.34	3,284.28	586.94
06/05/2023 SALE	151.2790	12.5841	0.00	1,566.54	1,903.71	337.17
06/06/2023 SALE	325.8220	12.6447	0.00	3,373.98	4,119.92	745.94
06/13/2023 SALE	644.2920	12.7724	0.00	6,671.83	8,229.16	1,557.33
06/14/2023 SALE	298.2730	12.7679	0.00	3,088.71	3,808.32	719.61
06/20/2023 SALE	981.0780	12.7853	0.00	10,159.35	12,543.38	2,384.03
06/22/2023 SALE	2,809.2090	12.7415	0.00	29,090.19	35,793.54	6,703.35
06/23/2023 SALE	14,139.2480	12.6743	0.00	146,416.09	179,205.07	32,788.98
06/27/2023 SALE	521.0390	12.7534	0.00	5,395.51	6,645.02	1,249.51
06/30/2023 SALE	6,257.5200	12.8683	0.00	64,798.49	80,523.64	15,725.15
07/03/2023 SALE	140.1850	12.8773	0.00	1,451.66	1,805.21	353.55
07/06/2023 SALE	16,896.4150	12.6896	0.00	174,967.44	214,408.75	39,441.31
07/07/2023 SALE	4,953.1490	12.7160	0.00	51,291.34	62,984.24	11,692.90
07/12/2023 SALE	22,669.8190	12.9687	0.00	234,752.77	293,998.08	59,245.31
07/13/2023 SALE	1,905.0750	13.0691	0.00	19,727.62	24,897.62	5,170.00
07/18/2023 SALE	629.3450	13.1036	0.00	6,517.06	8,246.69	1,729.63
07/19/2023 SALE	292.3500	13.1209	0.00	3,027.37	3,835.89	808.52
07/24/2023 SALE	144.4880	13.0718	0.00	1,496.22	1,888.72	392.50
07/25/2023 SALE	14,051.7140	13.0931	0.00	145,509.71	183,980.50	38,470.79
07/27/2023 SALE	992.9180	13.0385	0.00	10,282.01	12,946.16	2,664.15
07/31/2023 SALE	28,306.0320	13.1335	0.00	293,118.89	371,757.27	78,638.38
08/02/2023 SALE	323.5980	12.9690	0.00	3,350.97	4,196.74	845.77
08/08/2023 SALE	1,781.1060	12.9414	0.00	18,443.98	23,050.00	4,606.02
08/10/2023 SALE	40,835.6230	12.8971	0.00	422,867.20	526,661.11	103,793.91
08/14/2023 SALE	908.2740	12.8576	0.00	9,405.50	11,678.23	2,272.73

5% Reportable Transactions (Series by Security)

December 31, 2023

SPONSOR: CONSTRUCTION RESOURCES MANAGEMENT, INC.

EIN: 39-1542489

PLAN NUMBER: 002

NAME: WALBEC GROUP RETIREMENT PLAN

DESCRIPTION OF ASSET/IDENTITY OF PARTIES INVOLVED	QUANTITY	PRICE	EXPENSE INCURRED	COST OF ASSET	VALUE OF ASSET	NET GAIN(LOSS)
BASED ON MARKET VALUE OF 141,592,589.78 AND 5% VALUE OF 7,079,629.49						
08/16/2023 SALE	309.8830	12.6848	0.00	3,208.95	3,930.80	721.85
08/17/2023 SALE	2,795.7840	12.6176	0.00	28,951.32	35,276.08	6,324.76
08/22/2023 SALE	322.9100	12.6210	0.00	3,343.85	4,075.45	731.60
08/25/2023 SALE	441.2660	12.6681	0.00	4,569.46	5,590.00	1,020.54
08/28/2023 SALE	4,901.9960	12.7328	0.00	50,761.89	62,416.13	11,654.24
09/11/2023 SALE	11,251.6660	12.7541	0.00	116,554.17	143,504.87	26,950.70
09/12/2023 SALE	811.0550	12.7370	0.00	8,401.59	10,330.41	1,928.82
09/13/2023 SALE	955.2120	12.7205	0.00	9,894.88	12,150.77	2,255.89
09/14/2023 SALE	22,519.2950	12.7911	0.00	233,273.70	288,046.55	54,772.85
09/15/2023 SALE	1,733.6940	12.7309	0.00	17,959.05	22,071.48	4,112.43
09/19/2023 SALE	352.2390	12.6983	0.00	3,648.79	4,472.84	824.05
09/20/2023 SALE	2,369.9120	12.6587	0.00	24,549.53	30,000.00	5,450.47
09/26/2023 SALE	3,439.6810	12.4131	0.00	35,631.09	42,697.11	7,066.02
09/29/2023 SALE	2,484.4860	12.4487	0.00	25,740.90	30,928.62	5,187.72
09/29/2023 SALE	748.5010	12.4487	0.00	7,754.96	9,317.86	1,562.90
10/03/2023 SALE	352.7570	12.2522	0.00	3,654.79	4,322.05	667.26
10/06/2023 SALE	147.0010	12.3610	0.00	1,523.03	1,817.08	294.05
10/09/2023 SALE	1,279.2840	12.4282	0.00	13,254.22	15,899.20	2,644.98
10/10/2023 SALE	2,368.3410	12.4936	0.00	24,537.56	29,589.10	5,051.54
10/11/2023 SALE	120.7420	12.5304	0.00	1,250.97	1,512.95	261.98
10/12/2023 SALE	180,663.1450	12.4264	0.00	1,871,788.20	2,244,992.51	373,204.31
10/13/2023 SALE	357.6590	12.3887	0.00	3,705.58	4,430.93	725.35
10/17/2023 SALE	9.4510	12.4431	0.00	97.92	117.60	19.68
10/20/2023 SALE	605.0360	12.1633	0.00	6,268.57	7,359.24	1,090.67
10/23/2023 SALE	2,679.0720	12.1540	0.00	27,756.96	32,561.44	4,804.48
10/25/2023 SALE	569.7570	12.0931	0.00	5,903.06	6,890.13	987.07
10/26/2023 SALE	10,679.5090	12.0852	0.00	110,646.77	129,064.00	18,417.23
10/27/2023 SALE	3,359.9270	12.0399	0.00	34,811.06	40,453.19	5,642.13
10/31/2023 SALE	170.1600	12.1279	0.00	1,762.97	2,063.68	300.71
11/02/2023 SALE	1,217.3380	12.3728	0.00	12,612.43	15,061.88	2,449.45
11/07/2023 SALE	5,323.2600	12.4774	0.00	55,152.50	66,420.45	11,267.95
11/09/2023 SALE	2,712.8370	12.4025	0.00	28,106.79	33,645.96	5,539.17
11/10/2023 SALE	371.9580	12.4809	0.00	3,853.73	4,642.37	788.64
11/20/2023 SALE	273.8360	12.8116	0.00	2,837.12	3,508.28	671.16
11/21/2023 SALE	117.3500	12.7940	0.00	1,215.82	1,501.38	285.56
11/27/2023 SALE	518.6290	12.8448	0.00	5,373.34	6,661.69	1,288.35
12/05/2023 SALE	270.5810	12.9810	0.00	2,803.40	3,512.41	709.01
12/06/2023 SALE	144.9080	12.9889	0.00	1,501.35	1,882.20	380.85
12/12/2023 SALE	11.3770	13.0966	0.00	117.87	149.00	31.13
12/15/2023 SALE	18,666.3620	13.3618	0.00	193,396.25	249,416.20	56,019.95
12/18/2023 SALE	268.7280	13.3696	0.00	2,784.21	3,592.78	808.57
12/21/2023 SALE	385.5920	13.4478	0.00	3,995.00	5,185.37	1,190.37
12/26/2023 SALE	341.5800	13.5138	0.00	3,539.00	4,616.04	1,077.04
12/27/2023 SALE	489.4460	13.5689	0.00	5,070.99	6,641.24	1,570.25
SALES TOTAL	807,084.9900		0.00	8,347,867.80	10,114,027.09	1,766,159.29
Count of Transactions	114					
BASED ON MARKET VALUE OF 141,592,589.78 AND 5% VALUE OF 7,079,629.49						
SECURITY TOTAL	1,169,421.9980		0.00	12,775,215.30	14,541,374.59	1,766,159.29
TOTAL Count of Transactions	138					

Attachment to 2023 Form 5500
Schedule H, line 4a – Schedule of Delinquent Participant Contributions

Plan Name: Walbec Group Retirement Plan
Sponsor Name: Construction Resources Management, Inc.

EIN: 39-1542489
PLAN NO: 002

	Total that Constitute Nonexempt Prohibited Transactions	
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Participant Contributions Transferred Late to Plan	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Totally Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are Included: ☒	\$40	\$0	\$0	\$0

(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 VAL
	<u>Value of Interest in Registered Investment Companies</u>			
	American Capital Income Builder R6	American Capital Income Builder R1	**	1,094,024
	American Funds Europacific Growth R6	American Funds Europacific Growth R6	**	3,628,307
	American Funds Income Fund of Amer R1	American Funds Income Fund of Amer R6	**	3,017,124
	Baird Core Plus Bond Inst	Baird Core Plus Bond Inst	8,905,910	9,264,217
	Baird Intermediate Bond Instl	Baird Intermediate Bond Instl	11,408,205	10,518,223
	Boston Partners All Cap Value Instl	Boston Partners All Cap Value Instl	**	3,393,905
	Boston Partners All Cap Value Instl	Boston Partners All Cap Value Instl	3,889,595	3,951,679
	BrandywineGlobal - Global Opportunities Bond Fund FI	BrandywineGlobal - Global Opportuniti	**	931,722
	Carillon Reams Core Bond Fund Class I	Carillon Reams Core Bond Fund Class I	6,768,722	6,410,020
	Cohen & Steers Realty Income Fund A	Cohen & Steers Realty Income Fund A	**	1,001,053
	DFA Emerging Mkts	DFA Emerging Mkts	**	1,817,176
	Dodge & Cox Income	Dodge & Cox Income	**	3,242,528
	Federated Hermes Ultrashort Bond IS	Federated Hermes Ultrashort Bond IS	409,612	415,574
	First Eagle Overseas Fund R4	First Eagle Overseas Fund R4	**	2,456,457
	Hartford Core Equity Fund-R6	Hartford Core Equity Fund-R3	**	2,852,295
	Invesco Equity Weighted S&P 500 Fund	Invesco Equity Weighted S&P 500 Fund	9,502,693	8,418,258
	Janus Henderson Enterprise N	Janus Henderson Enterprise N	**	5,784,400
	MFS International Diversificaton Inc Instl	MFS International Diversificaton Inc Instl	5,273,562	6,004,671
	MFS Growth Fund R3	MFS Growth Fund R3	**	13,163,446
	Nuance Mid Cap Value-Z	Nuance Mid Cap Value-Inst	**	1,606,821
	Royce Special Equity Fd	Royce Special Equity Fd	**	2,422,538
	Royce Special Equity Fd	Royce Special Equity Fd	4,054,396	3,392,594
	Vanguard 500 Index Admiral	Vanguard 500 Index Admiral	**	4,961,258
	Vanguard 500 Index Admiral	Vanguard 500 Index Admiral	7,649,514	8,477,286
	Vanguard Cash Reserves Federal Money	Vanguard Cash Reserves Federal Money	2,127,063	2,127,063
	Vanguard Developed Markets Index Instl	Vanguard Developed Markets Index Instl	6,615,547	6,338,088
	Vanguard Extended Market Index Admiral	Vanguard Extended Market Index Admiral	2,636,885	2,315,219
	Vanguard Inflation-Protected Secs Adm	Vanguard Inflation-Protected Secs Adm	**	978,276
	Vanguard Target Retirement 2020 Inv	Vanguard Target Retirement 2020 Inv	**	228,654
	Vanguard Target Retirement 2025 Inv	Vanguard Target Retirement 2025 Inv	**	940,219
	Vanguard Target Retirement 2030 Inv	Vanguard Target Retirement 2030 Inv	**	1,985,138
	Vanguard Target Retirement 2035 Inv	Vanguard Target Retirement 2035 Inv	**	4,152,490
	Vanguard Target Retirement 2040 Inv	Vanguard Target Retirement 2040 Inv	**	2,722,811
	Vanguard Target Retirement 2045 Inv	Vanguard Target Retirement 2045 Inv	**	1,852,674
	Vanguard Target Retirement 2050 Inv	Vanguard Target Retirement 2050 Inv	**	2,409,119
	Vanguard Target Retirement 2055 Inv	Vanguard Target Retirement 2055 Inv	**	3,217,234
	Vanguard Target Retirement 2060 Inv	Vanguard Target Retirement 2060 Inv	**	529,183
	Vanguard Target Retirement 2065 Inv	Vanguard Target Retirement 2065 Inv	**	310,370
	Vanguard Target Retirement Income Inv	Vanguard Target Retirement Income Inv	**	83,525
	Vanguard Mid Cap Index Admiral	Vanguard Mid Cap Index Admiral	**	2,554,577
	Vanguard Small Cap Index Adm	Vanguard Small Cap Index Adm	**	2,716,229
	<u>Master Participant Loan</u>	Master Participant Loan	**	28,906
		Interest rate range 5.25% - 8.25%		
	<u>Value of Interest in Common / Collective Trusts</u>			
	CastleArk Small Company Growth Fund - Class 1	CastleArk Small Company Growth Fund -	**	2,351,355
	CastleArk Small Company Growth Fund - Class 1	CastleArk Small Company Growth Fund -	2,434,369	3,063,051
	Morley Stable Value Net 50 Bps (ter)	Morley Stable Value Net 50 Bps (ter)	**	4,215,217

* A party-in-interest as defined by ERISA

**Cost omitted for participant-directed investments