

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 STRYKER ELECTRICAL CONTRACTING, INC., 401(K) PROFIT SHARING PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1995
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) STRYKER ELECTRICAL CONTRACTING, LLC 4241 SW HIGH MEADOW AVENUE PALM CITY, FL 34990
2b	Employer Identification Number (EIN) 59-1584267
2c	Plan Sponsor's telephone number 772-219-3389
2d	Business code (see instructions) 541990

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	JOHN WEHLE
	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	5 153
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) 102 6a(2) 91 6b 3 6c 56 6d 150 6e 0 6f 150 6g(1) 131 6g(2) 131 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

2A 2E 2F 2G 2J 2K 2R 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 1
- (4) ☒ **C** (Service Provider Information)
- (5) ☐ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan	B Three-digit plan number (PN)	001
STRYKER ELECTRICAL CONTRACTING, INC., 401(K) PROFIT SHARING PLAN		
C Plan sponsor's name as shown on line 2a of Form 5500	D Employer Identification Number (EIN)	
STRYKER ELECTRICAL CONTRACTING, LLC	59-1584267	

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

(a) Name of insurance carrier
NATIONWIDE LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
31-4156830	66869	17512	91	01/01/2023	12/31/2023

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year.....	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

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

b	Balance at the end of the previous year	7b	495877
c	Additions: (1) Contributions deposited during the year	7c(1)	24574
	(2) Dividends and credits	7c(2)	
	(3) Interest credited during the year	7c(3)	8573
	(4) Transferred from separate account.....	7c(4)	
	(5) Other (specify below)	7c(5)	1667
	▶ OTHER FEES/PAYMENTS		
	(6) Total additions	7c(6)	34814
d	Total of balance and additions (add lines 7b and 7c(6))	7d	530691
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	1096
	(2) Administration charge made by carrier	7e(2)	325
	(3) Transferred to separate account.....	7e(3)	
	(4) Other (specify below)	7e(4)	66
	▶ OTHER FEES/PAYMENTS		
	(5) Total deductions	7e(5)	1487
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	529204

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

a Premiums: (1) Amount received		9a(1)		
(2) Increase (decrease) in amount due but unpaid.....		9a(2)		
(3) Increase (decrease) in unearned premium reserve		9a(3)		
(4) Earned ((1) + (2) - (3)).....			9a(4)	0
b Benefit charges (1) Claims paid.....		9b(1)		
(2) Increase (decrease) in claim reserves		9b(2)		
(3) Incurred claims (add (1) and (2)).....			9b(3)	0
(4) Claims charged			9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	9c(1)(A)			
(B) Administrative service or other fees	9c(1)(B)			
(C) Other specific acquisition costs	9c(1)(C)			
(D) Other expenses	9c(1)(D)			
(E) Taxes	9c(1)(E)			
(F) Charges for risks or other contingencies.....	9c(1)(F)			
(G) Other retention charges	9c(1)(G)			
(H) Total retention		9c(1)(H)		0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.).....			9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			9d(1)	
(2) Claim reserves			9d(2)	
(3) Other reserves.....			9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)			9e	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount			10b	
Specify nature of costs.				

Part IV Provision of Information

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

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

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

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

A Name of plan STRYKER ELECTRICAL CONTRACTING, INC., 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 STRYKER ELECTRICAL CONTRACTING, LLC	D Employer Identification Number (EIN) 59-1584267

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).....

Yes

x

No
- b

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

(b)

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

(b)

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

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

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

NATIONWIDE

31-1592130

(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?
26	INVESTMENT PROVIDER	25366	Yes ☒ No ☐	Yes ☐ No ☒	5257	Yes ☐ No ☒

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

PRUCO SECURITIES, LLC

213 WASHINGTON ST
17TH FLOOR
NEWARK, NJ 07102

(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?
26	INVESTMENT ADVISORY	0	Yes ☒ No ☐	Yes ☐ No ☒	9702	Yes ☐ No ☒

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

THE RETIREMENT ADVANTAGE, INC.

39-1816008

(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	TPA	1600	Yes ☒ No ☐	Yes ☒ No ☐	823	Yes ☐ No ☒

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

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

TD AMERITRADE

47-0533629

(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 28 33 71 72	INVESTMENT PROVIDER	35	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

(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
THE RETIREMENT ADVANTAGE	26	823

(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.
NATIONWIDE 31-1592130	COMPENSATION

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PRUCO SECURITIES, LLC	26	9702

(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.
NATIONWIDE 31-1592130	COMPENSATION

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
NATIONWIDE	26	5257

(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.
NATIONWIDE 31-1592130	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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan STRYKER ELECTRICAL CONTRACTING, INC., 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 STRYKER ELECTRICAL CONTRACTING, LLC		
		D Employer Identification Number (EIN) 59-1584267

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	0	1409
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	105136	88011
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	3094817	3497871
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	495876	531176
(15) Other	1c(15)	192904	13056

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	3888733	4131523
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	3888733	4131523

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)	86387	
(B) Participants	2a(1)(B)	251235	
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		337622
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)	4211	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		4211
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		501092
c Other income	2c		812
d Total income. Add all income amounts in column (b) and enter total	2d		843737

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	583346	
(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)		583346
f Corrective distributions (see instructions)	2f		10839
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)	6762	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		6762
j Total expenses. Add all expense amounts in column (b) and enter total	2j		600947

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		242790
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: **LEONARDO & COMPANY**

(2) EIN: **26-3631452**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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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 STRYKER ELECTRICAL CONTRACTING, INC., 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 STRYKER ELECTRICAL CONTRACTING, LLC	D Employer Identification Number (EIN) 59-1584267

Part I	Distributions
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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): 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)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☐ No ☐ N/A
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
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.	☐ Increase ☐ Decrease ☐ Both ☐ No
---	--

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
---------	--

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes ☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes ☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes ☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes ☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2023
v. 230707

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

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

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No	
21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).	
☐ Design-based safe harbor method	
☐ "Prior year" ADP test	
☒ "Current year" ADP test	
☐ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter <u>06 / 30 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q703981A</u> .	

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan

Financial Report December 31, 2023 and 2022

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Independent Auditor's Report

To the Participants and Beneficiaries
Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan

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

We have performed audits of the accompanying financial statements of the Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022 and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, 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 Auditor's Responsibilities for the Audit of the Financial Statements section—

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

Supplemental Schedule Required by ERISA

The supplemental schedule of assets held at end of year as of December 31, 2023 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, 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 schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

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

Leonardo & Company

Leonardo & Company
Certified Public Accountants
Boca Raton, Florida
October 8, 2024

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets		
Investments:		
Investments at fair value	\$ 3,512,336	\$ 3,287,721
Investments at contract value	<u>531,176</u>	<u>495,876</u>
Total investments	4,043,512	3,783,597
Receivables:		
Employer contributions receivable	-	86,888
Notes receivable from participants	<u>88,011</u>	<u>105,136</u>
Total receivables	<u>88,011</u>	<u>192,024</u>
 Net assets available for benefits	 <u><u>\$ 4,131,523</u></u>	 <u><u>\$ 3,975,621</u></u>

See accompanying notes to financial statements.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Statements of Changes in Net Assets Available for Benefits
For the Years Ended December 31, 2023 and 2022

	2023	2022
Additions to net assets attributed to:		
Investment income (loss):		
Net appreciation (depreciation) in fair value of investments	\$ 501,904	\$ (578,250)
Total investment income (loss)	<u>501,904</u>	<u>(578,250)</u>
Contributions and other additions:		
Participant contributions	251,235	239,997
Employer contributions	-	86,888
Employer contributions - Davis-Bacon	-	172
Interest on participant notes receivable	<u>4,211</u>	<u>4,220</u>
Total contributions and other additions	<u>255,446</u>	<u>331,277</u>
Total additions	<u>757,350</u>	<u>(246,973)</u>
Deductions from net assets attributed to:		
Benefits paid to participants	583,346	79,696
Corrective distributions	10,839	-
Administrative expenses	<u>6,762</u>	<u>6,711</u>
Total deductions	<u>600,947</u>	<u>86,407</u>
Net increase (decrease) in net assets available for benefits	156,403	(333,380)
Net assets available for benefits:		
Beginning of year	3,975,621	4,309,001
Prior Year Adjustment	<u>(501)</u>	<u>-</u>
Beginning of year, restated	<u>3,975,120</u>	<u>-</u>
End of year	<u><u>\$ 4,131,523</u></u>	<u><u>\$ 3,975,621</u></u>

See accompanying notes to financial statements.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 1. Plan Description

The following description of the Stryker Electrical Contracting, Inc. 401(k) Profit Sharing 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 covering substantially all full-time employees of Stryker Electrical Contracting, Inc. and its affiliates (the “Sponsor” or the “Company”) who are age 21 and have completed one year (minimum 1,000 hours) of service, and are not members of the following classes of employees: (a) leased employees; (b) those subject to a collective bargaining agreement; and/or (c) non-resident aliens. Affiliates include Diversified Electrical Systems, Inc. and Stryker Electric and Air, Inc. Eligible employees may enter the Plan on the earliest of the monthly enrollment dates following satisfactorily meeting eligibility criteria.

The Plan Administrator is responsible for oversight of the Plan. The 401(k) Investment Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Sponsor's management. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

Contributions: Eligible participants may elect to make contributions to the Plan by means of a salary deferral agreement of up to 100% of their annual compensation, up to the maximum allowable amount under the Internal Revenue Code (the “IRC”). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

The Plan allows participants to designate certain salary deferral contributions as Roth elective contributions. Designated Roth contributions will be currently included in the gross taxable income of the participant, but distributions of designated Roth contributions and earnings thereon will be excludable from gross taxable income for that participant.

The Company may make matching contributions, at its discretion. The Company's contribution percentage was 50% of the first 5% of participants' compensation for the period from January 1, 2022 to December 31, 2023. Further, the Company pays locally prevailing wages determined by the Department of Labor to applicable employees under the Davis-Bacon Act, which allows the contribution of the wage fringe benefit component to be an employer non-elective contribution. The respective employees are immediately 100% vested in these contributions, which must be made on at least a quarterly basis.

Investment options: Upon enrollment in the Plan, a participant may direct all contributions to selected investments, as made available and determined by the plan administrator, in 1% increments. Participants may change their investment options daily. The Plan currently offers various investment options, including mutual funds, an insurance company investment contract, and a self-directed brokerage option.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 1. Plan Description (Continued)

Participant accounts: Each participant's account is credited with the participant's contribution and allocations of the Company's contributions and Plan earnings. Each participant's account is reduced by any withdrawals or distributions and charged with an allocation of investment losses, if any, and may be charged with an allocation of administrative expenses paid by the Plan. Allocations are based on participant compensation or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are immediately vested in their contributions, plus actual earnings thereon. The portion of participants' accounts attributable to the Company's discretionary matching contributions become 100% vested after six years of credited service (at the rate of 20% per year starting with two years of vesting service), as defined in the Plan document. The Company's Davis-Bacon contributions are 100% vested immediately. Eligible participants are 100% vested upon death or becoming disabled. Upon termination of employment, the non-vested portion of a participant's account is forfeited.

Notes Receivable from Participants: Participants may borrow from their account balances with interest charged at a rate fixed by the Plan, which remains in effect for the duration of the loan. The maximum loan term is five years except for loans used for a primary residence, which may be as long as 15 years. The loans are secured by 50% of the vested portion of the participant's account. The maximum loan is \$50,000 less the highest outstanding loan balance during the one-year period prior to the new loan application date, or 50% of the participant's vested account balance less any current outstanding loan balance. Principal and interest are repaid through payroll deductions. As of December 31, 2023 and 2022, the Plan had notes receivable from participants with principal balances totaling \$88,011 and \$105,136, respectively.

Payment of benefits: Upon retirement, death, total and permanent disability or other termination of service, a participant may elect to receive a lump-sum distribution equal to the participant's vested interest in his or her account. If a terminated participant's vested interest is less than \$5,000, the plan administrator may distribute the vested interest as a lump-sum cash payment without the election of the participant. Upon the death of a participant, the vested balance of the participant's account is distributed to the participant's beneficiary.

The Plan also allows for in-service distributions of participant deferrals, prior to attaining age 59½, in the event of financial hardship. In-service distributions may be withdrawn on the Company's matching contributions after the participant attains age 59½.

Forfeitures: Forfeitures may be used to restore participant forfeitures, reduce future employer contributions or pay Plan expenses. During 2023 and 2022, \$1,048 and \$0, respectively, of forfeitures were used to reduce employer matching contributions and no forfeitures were used to pay administrative expenses.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 2. Summary of Significant Accounting Policies

Basis of accounting: The accompanying financial statements of the Plan have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of estimates: The preparation of financial statements in conformity with GAAP requires the Plan's management to make estimates and assumptions that affect the reported amounts of assets and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Investment valuation and income recognition: Investments in mutual funds and self-directed brokerage accounts 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 Fixed Select Insurance Contract is reported at contract value. Contract value represents contributions made under a contract, plus earnings, less participant withdrawals and administrative expenses.

The Plan's 401(k) Investment Committee determines the Plan's valuation policies utilizing information provided by the investment custodian. See Note 4 for discussion of fair value measurements.

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

Contributions: Contributions from participants and the Company's matching contributions are recorded in the year in which the participant contributions are withheld from amounts paid. All participant and employer contributions are participant-directed. Participant contributions in excess of amounts allowed annually under the IRC are recorded as a liability with a corresponding reduction in contributions.

Payment of benefits: Benefit payments to participants are recorded when paid.

Participant Withdrawal from the Plan: There were no participants who left the Plan at December 31, 2023 that had requested a distribution of their account balance.

Expenses: Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Administrative expenses include certain recordkeeping fees paid by the Plan. Investment related expenses are included in net appreciation (depreciation) in fair value of investments.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 3. Information Certified and Provided by Trustee

The following is a summary of the Plan's asset information for the years ended December 31, 2023 and 2022, included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by Nationwide Life Insurance Company (Nationwide), the trustee of the Plan and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee that the information provided to the Plan Administrator by the trustee related to the following assets is complete and accurate to the best of their knowledge. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL's) Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the information that appears throughout the financial statements and supplemental schedule related to the following assets:

	2023	2022
Investments at fair value:		
Shares of registered investment companies	\$ 3,497,871	\$ 3,094,817
Government money market	1,409	-
Self-directed brokerage accounts	13,056	192,904
	<u>\$ 3,512,336</u>	<u>\$ 3,287,721</u>

Nationwide has certified to the completeness and accuracy of \$501,904 and \$(578,250) of net appreciation (depreciation) in fair value of investments for the years ended December 31, 2023 and 2022, respectively.

Note 4. Fair Value Measurements

GAAP establishes a framework for measuring fair value. The framework 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 under that framework are described below:

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

Level 2: Inputs to the valuation methodology include:

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

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

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 4. Fair Value Measurements (Continued)

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

The asset's 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Registered investment companies (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.

Self-directed brokerage accounts: Accounts primarily consists of common stocks that are valued on the basis of readily determinable market prices.

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

Description	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 3,497,871	\$ -	\$ -	\$ 3,497,871
Government money market	1,409	-	-	1,409
Self-directed brokerage accounts	13,056	-	-	13,056
	<u>\$ 3,512,336</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 3,512,336</u>

Description	Assets at Fair Value as of December 31, 2022			
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 3,094,817	\$ -	\$ -	\$ 3,094,817
Government money market	-	-	-	-
Self-directed brokerage accounts	192,904	-	-	192,904
	<u>\$ 3,287,721</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 3,287,721</u>

To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period. The Plan evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 5. Investment Contract with Insurance Company

The Plan holds a group fixed annuity contract, which is a fully-benefit responsive contract with Nationwide. The contract is a traditional investment contract that offers participants a conservative option and provides a competitive interest rate. Both principal and interest payments, minus applicable fees and expenses, are guaranteed by Nationwide. Because the annuity contract meets fully benefit-responsive investment contract criteria, it is reported at contract value in the accompanying Statements of Net Assets Available for Benefits.

The crediting rates for the years ended December 31, 2023 and 2022 ranged from 1.60% to 1.70% and from 1.16% to 1.50%, respectively. The contract does not have a maturity date and continues in force until all assets have been distributed and no further payments are due. Certain events would limit the Plan's ability to transact at contract value. However, the Plan administrator does not believe any events that would limit the Plan's ability to transact at contract value are probable of occurring. The contract value was \$531,176 and \$495,876 as of December 31, 2023 and 2022, respectively.

Note 6. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested and the funds of the Plan will be distributed based on individual participant balances.

Note 7. Related Party and Parties-in-Interest Transactions

Nationwide is the current trustee of the Plan; therefore, transactions with the current trustee qualify as party-in-interest transactions. The notes receivable from participants are also considered to be party-interest transactions. Fees paid to the current trustee by the Plan totaled \$25,366 and \$24,371 for the years ended December 31, 2023 and 2022, respectively. These transactions, while considered party-in-interest transactions under ERISA regulations, are specifically exempt from the prohibitions of party-in-interest transactions under ERISA.

Note 8. Tax Status

Effective January 1, 2022, the Plan adopted a prototype non-standardized profit-sharing plan sponsored by The Retirement Advantage, Inc., the Plan's third-party administrator. The prototype non-standardized profit-sharing plan has received an opinion letter from the Internal Revenue Service ("IRS") dated June 30, 2020, that the prototype non-standardized profit-sharing plan is acceptable with the applicable section of the IRC. The plan administrator believes the Plan is currently designed and operated in compliance with the applicable provisions of the IRC and is tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan, and recognize a tax liability if the Plan has taken any significant uncertain tax positions that more likely than not would not be sustained upon examination by a taxing authority. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

SECURE ACT 2.0

On December 23, 2022, Congress passed the Consolidated Appropriations Act of 2023, which included the SECURE Act 2.0. SECURE Act 2.0 contains over 90 new retirement provisions, with varying effective dates through 2027. Since SECURE Act 2.0 provisions include both required and optional elements, the plan administrator will determine the optional provisions to elect and amend the plan document accordingly. Most of the significant provisions will become effective in 2024 and thereafter. Accordingly, there is no material impact to the Plan's 2023 financial statements related to SECURE Act 2.0.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 9. Reconciliation of Financial Statements to the Form 5500

The following is a reconciliation of the Plan's net assets available for benefits per the financial statements to the Form 5500:

	<u>December 31, 2023</u>	<u>December 31, 2022</u>
Net assets available for benefits per the financial statements	\$ 4,131,523	\$ 3,975,621
Employer contributions receivable	<u>-</u>	<u>(86,888)</u>
Net assets per the Form 5500	<u>\$ 4,131,523</u>	<u>\$ 3,888,733</u>

The following is a reconciliation of the net increase (decrease) per the financial statements to the Form 5500:

	<u>January 1, 2023 to December 31, 2023</u>	<u>January 1, 2022 to December 31, 2022</u>
Net increase (decrease) per the financial statements	\$ 156,403	\$ (333,380)
Change in employer contributions receivable	<u>86,387</u>	<u>(86,888)</u>
Net income (loss) per the Form 5500	<u>\$ 242,790</u>	<u>\$ (420,268)</u>

Note 10. Risks and Uncertainties

The Plan provides for various investment options in any combination of investment securities offered by the Plan. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with investment securities, it is at least reasonably possible that changes in equity markets, interest rates or other factors in the near term would materially affect participants' account balances and the amounts reported in the financial statements.

Note 11. Subsequent Events

Management has evaluated subsequent events through October 8, 2024, the date on which the financial statements were available to be issued. There were no material subsequent events that required recognition or additional disclosure in these financial statements.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Schedule H, Line 4i - Schedule of Assets Held for Investment Purposes at the End of the Plan Year
As of December 31, 2023

Employer Identification Number: 59-1584267 Plan Number: 001

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, Maturity Value or Units	Cost**	Current Value	
Registered investment companies (mutual funds):				
Alliance Bernstein	AB Global Bond Fund Class I		\$	13,453
American Beacon	International Equity Fund Class R6			44
American Century	Midcap Value Fund Class I			31,496
American Funds	American Balanced Fund Class R6			153,529
American Funds	Growth Fund of America Class R6			56,585
American Funds	Washington Mutual Investors Fund Class R6			58,323
Avantis	US Large Cap Value Institutional Fund			41,562
Avantis	US Small Cap Value Institutional Fund			12,968
BlackRock	High Yield Bond Portfolio Class K			20,595
BlackRock	Midcap Growth Equity Portfolio Institutional Fund			35
BlackRock	Strategic Income Opportunities Fund Class I			3
BlackRock	Total Return Fund Class K			7,888
Columbia	Select Large Cap Growth Fund Institutional Class 2			60
Dimensional Fund Advisors	Emerging Markets Core Equity Portfolio Institutional Class			36,395
Dimensional Fund Advisors	Global Real Estate Securities Fund Institutional Class			40
Dimensional Fund Advisors	U.S. Large Cap Value Fund Institutional Class			91
Dimensional Fund Advisors	U.S. Targeted Value Fund Institutional Class			15,231
Diamond Hill	Midcap Fund Class I			23,552
Dodge & Cox	International Stock Fund Class I			46,229
Federated Hermes	Government Obligations Fund Premier Class			1,409
Fidelity	500 Index Fund			70,146
Fidelity	International Index Fund			44,779
Fidelity	US Bond Index Fund			31,780
Fidelity Advantage	Strategic Dividend Income Fund Institutional Class			886,956
Goldman Sachs	GQG Partners International Opportunities Fund Class R6			46,972
Harbor	International Growth Fund Institutional Class			52
Invesco	Equity and Income Fund Class R5			329,923
JP Morgan	Equity Income Fund Class R5			36,313
JP Morgan	Intrepid Growth Fund Class R5			264,219
JP Morgan	Large Cap Growth Fund Class R6			35,841
Legg Mason	BW Global Opportunities Bond Fund Institutional Class			1,775
MFS	Mfs Mid-Cap Growth R6			22,751
Nationwide	Loomis All Cap Growth Fund Class R6			41,097
Pilgrim	High Yield Fund Class Z			5,211
Pilgrim	Total Return Bond Fund Class R6			20,565
PIMCO	Emerging Markets Local Currency and Bond Fund			4
PIMCO	Real Return Fund Institutional Class			14,985
PIMCO	Commodity Real Return Strategy Fund Institutional Class			20,741
Principal	Global Real Estate Fund Class R6			24,845
Vanguard	500 Index Fund Admiral Shares			68,825
Vanguard	Explorer Fund Admiral Shares			13,011
Vanguard	Mid-Cap Index Fund Admiral Shares			25,441
Vanguard	Small Cap Index Fund Admiral Shares			24,795
Vanguard	Target Retirement 2020 Fund			61,996
Vanguard	Target Retirement 2025 Fund			73
Vanguard	Target Retirement 2030 Fund			47,110
Vanguard	Target Retirement 2035 Fund			407,879
Vanguard	Target Retirement 2040 Fund			187,135
Vanguard	Target Retirement 2045 Fund			12,771
Vanguard	Target Retirement 2050 Fund			60,666
Vanguard	Target Retirement 2055 Fund			84,601
Vanguard	Target Retirement 2060 Fund			27,993
Vanguard	Target Retirement 2065 Fund			18,923
Vanguard	Target Retirement Income Fund			2,423
Vanguard	Total Institutional Stock Index Fund Admiral Shares			4,958
Vanguard	Wellesley Income Fund Admiral Shares			32,234
				<u>3,499,280</u>
Nationwide	Fixed Select Insurance Contract			531,176
Brokerage Fund Options	Self-directed brokerage accounts			13,056
* Notes Receivable from Participants	Interest rates 4.25 - 9.00%, maturing through 2028			<u>88,011</u>
			\$	<u>4,131,523</u>

* Denotes a party-in interest.

** The cost of participant directed investments is not required to be disclosed.

The above information has been certified by Nationwide Life Insurance Company, the trustee, to be complete and accurate to the best of their knowledge.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan

Financial Report December 31, 2023 and 2022

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Independent Auditor's Report

To the Participants and Beneficiaries
Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan

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

We have performed audits of the accompanying financial statements of the Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022 and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, 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 Auditor's Responsibilities for the Audit of the Financial Statements section—

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

Supplemental Schedule Required by ERISA

The supplemental schedule of assets held at end of year as of December 31, 2023 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, 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 schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

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

Leonardo & Company

Leonardo & Company
Certified Public Accountants
Boca Raton, Florida
October 8, 2024

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets		
Investments:		
Investments at fair value	\$ 3,512,336	\$ 3,287,721
Investments at contract value	<u>531,176</u>	<u>495,876</u>
Total investments	4,043,512	3,783,597
Receivables:		
Employer contributions receivable	-	86,888
Notes receivable from participants	<u>88,011</u>	<u>105,136</u>
Total receivables	<u>88,011</u>	<u>192,024</u>
 Net assets available for benefits	 <u><u>\$ 4,131,523</u></u>	 <u><u>\$ 3,975,621</u></u>

See accompanying notes to financial statements.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Statements of Changes in Net Assets Available for Benefits
For the Years Ended December 31, 2023 and 2022

	2023	2022
Additions to net assets attributed to:		
Investment income (loss):		
Net appreciation (depreciation) in fair value of investments	\$ 501,904	\$ (578,250)
Total investment income (loss)	<u>501,904</u>	<u>(578,250)</u>
Contributions and other additions:		
Participant contributions	251,235	239,997
Employer contributions	-	86,888
Employer contributions - Davis-Bacon	-	172
Interest on participant notes receivable	<u>4,211</u>	<u>4,220</u>
Total contributions and other additions	<u>255,446</u>	<u>331,277</u>
Total additions	<u>757,350</u>	<u>(246,973)</u>
Deductions from net assets attributed to:		
Benefits paid to participants	583,346	79,696
Corrective distributions	10,839	-
Administrative expenses	<u>6,762</u>	<u>6,711</u>
Total deductions	<u>600,947</u>	<u>86,407</u>
Net increase (decrease) in net assets available for benefits	156,403	(333,380)
Net assets available for benefits:		
Beginning of year	3,975,621	4,309,001
Prior Year Adjustment	<u>(501)</u>	<u>-</u>
Beginning of year, restated	<u>3,975,120</u>	<u>-</u>
End of year	<u><u>\$ 4,131,523</u></u>	<u><u>\$ 3,975,621</u></u>

See accompanying notes to financial statements.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 1. Plan Description

The following description of the Stryker Electrical Contracting, Inc. 401(k) Profit Sharing 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 covering substantially all full-time employees of Stryker Electrical Contracting, Inc. and its affiliates (the “Sponsor” or the “Company”) who are age 21 and have completed one year (minimum 1,000 hours) of service, and are not members of the following classes of employees: (a) leased employees; (b) those subject to a collective bargaining agreement; and/or (c) non-resident aliens. Affiliates include Diversified Electrical Systems, Inc. and Stryker Electric and Air, Inc. Eligible employees may enter the Plan on the earliest of the monthly enrollment dates following satisfactorily meeting eligibility criteria.

The Plan Administrator is responsible for oversight of the Plan. The 401(k) Investment Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Sponsor's management. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

Contributions: Eligible participants may elect to make contributions to the Plan by means of a salary deferral agreement of up to 100% of their annual compensation, up to the maximum allowable amount under the Internal Revenue Code (the “IRC”). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

The Plan allows participants to designate certain salary deferral contributions as Roth elective contributions. Designated Roth contributions will be currently included in the gross taxable income of the participant, but distributions of designated Roth contributions and earnings thereon will be excludable from gross taxable income for that participant.

The Company may make matching contributions, at its discretion. The Company's contribution percentage was 50% of the first 5% of participants' compensation for the period from January 1, 2022 to December 31, 2023. Further, the Company pays locally prevailing wages determined by the Department of Labor to applicable employees under the Davis-Bacon Act, which allows the contribution of the wage fringe benefit component to be an employer non-elective contribution. The respective employees are immediately 100% vested in these contributions, which must be made on at least a quarterly basis.

Investment options: Upon enrollment in the Plan, a participant may direct all contributions to selected investments, as made available and determined by the plan administrator, in 1% increments. Participants may change their investment options daily. The Plan currently offers various investment options, including mutual funds, an insurance company investment contract, and a self-directed brokerage option.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 1. Plan Description (Continued)

Participant accounts: Each participant's account is credited with the participant's contribution and allocations of the Company's contributions and Plan earnings. Each participant's account is reduced by any withdrawals or distributions and charged with an allocation of investment losses, if any, and may be charged with an allocation of administrative expenses paid by the Plan. Allocations are based on participant compensation or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are immediately vested in their contributions, plus actual earnings thereon. The portion of participants' accounts attributable to the Company's discretionary matching contributions become 100% vested after six years of credited service (at the rate of 20% per year starting with two years of vesting service), as defined in the Plan document. The Company's Davis-Bacon contributions are 100% vested immediately. Eligible participants are 100% vested upon death or becoming disabled. Upon termination of employment, the non-vested portion of a participant's account is forfeited.

Notes Receivable from Participants: Participants may borrow from their account balances with interest charged at a rate fixed by the Plan, which remains in effect for the duration of the loan. The maximum loan term is five years except for loans used for a primary residence, which may be as long as 15 years. The loans are secured by 50% of the vested portion of the participant's account. The maximum loan is \$50,000 less the highest outstanding loan balance during the one-year period prior to the new loan application date, or 50% of the participant's vested account balance less any current outstanding loan balance. Principal and interest are repaid through payroll deductions. As of December 31, 2023 and 2022, the Plan had notes receivable from participants with principal balances totaling \$88,011 and \$105,136, respectively.

Payment of benefits: Upon retirement, death, total and permanent disability or other termination of service, a participant may elect to receive a lump-sum distribution equal to the participant's vested interest in his or her account. If a terminated participant's vested interest is less than \$5,000, the plan administrator may distribute the vested interest as a lump-sum cash payment without the election of the participant. Upon the death of a participant, the vested balance of the participant's account is distributed to the participant's beneficiary.

The Plan also allows for in-service distributions of participant deferrals, prior to attaining age 59½, in the event of financial hardship. In-service distributions may be withdrawn on the Company's matching contributions after the participant attains age 59½.

Forfeitures: Forfeitures may be used to restore participant forfeitures, reduce future employer contributions or pay Plan expenses. During 2023 and 2022, \$1,048 and \$0, respectively, of forfeitures were used to reduce employer matching contributions and no forfeitures were used to pay administrative expenses.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 2. Summary of Significant Accounting Policies

Basis of accounting: The accompanying financial statements of the Plan have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of estimates: The preparation of financial statements in conformity with GAAP requires the Plan's management to make estimates and assumptions that affect the reported amounts of assets and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Investment valuation and income recognition: Investments in mutual funds and self-directed brokerage accounts 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 Fixed Select Insurance Contract is reported at contract value. Contract value represents contributions made under a contract, plus earnings, less participant withdrawals and administrative expenses.

The Plan's 401(k) Investment Committee determines the Plan's valuation policies utilizing information provided by the investment custodian. See Note 4 for discussion of fair value measurements.

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

Contributions: Contributions from participants and the Company's matching contributions are recorded in the year in which the participant contributions are withheld from amounts paid. All participant and employer contributions are participant-directed. Participant contributions in excess of amounts allowed annually under the IRC are recorded as a liability with a corresponding reduction in contributions.

Payment of benefits: Benefit payments to participants are recorded when paid.

Participant Withdrawal from the Plan: There were no participants who left the Plan at December 31, 2023 that had requested a distribution of their account balance.

Expenses: Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Administrative expenses include certain recordkeeping fees paid by the Plan. Investment related expenses are included in net appreciation (depreciation) in fair value of investments.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 3. Information Certified and Provided by Trustee

The following is a summary of the Plan's asset information for the years ended December 31, 2023 and 2022, included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by Nationwide Life Insurance Company (Nationwide), the trustee of the Plan and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee that the information provided to the Plan Administrator by the trustee related to the following assets is complete and accurate to the best of their knowledge. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL's) Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the information that appears throughout the financial statements and supplemental schedule related to the following assets:

	<u>2023</u>	<u>2022</u>
Investments at fair value:		
Shares of registered investment companies	\$ 3,497,871	\$ 3,094,817
Government money market	1,409	-
Self-directed brokerage accounts	13,056	192,904
	<u>\$ 3,512,336</u>	<u>\$ 3,287,721</u>

Nationwide has certified to the completeness and accuracy of \$501,904 and \$(578,250) of net appreciation (depreciation) in fair value of investments for the years ended December 31, 2023 and 2022, respectively.

Note 4. Fair Value Measurements

GAAP establishes a framework for measuring fair value. The framework 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 under that framework are described below:

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

Level 2: Inputs to the valuation methodology include:

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

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

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 4. Fair Value Measurements (Continued)

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

The asset's 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Registered investment companies (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.

Self-directed brokerage accounts: Accounts primarily consists of common stocks that are valued on the basis of readily determinable market prices.

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

Description	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 3,497,871	\$ -	\$ -	\$ 3,497,871
Government money market	1,409	-	-	1,409
Self-directed brokerage accounts	13,056	-	-	13,056
	<u>\$ 3,512,336</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 3,512,336</u>

Description	Assets at Fair Value as of December 31, 2022			
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 3,094,817	\$ -	\$ -	\$ 3,094,817
Government money market	-	-	-	-
Self-directed brokerage accounts	192,904	-	-	192,904
	<u>\$ 3,287,721</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 3,287,721</u>

To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period. The Plan evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 5. Investment Contract with Insurance Company

The Plan holds a group fixed annuity contract, which is a fully-benefit responsive contract with Nationwide. The contract is a traditional investment contract that offers participants a conservative option and provides a competitive interest rate. Both principal and interest payments, minus applicable fees and expenses, are guaranteed by Nationwide. Because the annuity contract meets fully benefit-responsive investment contract criteria, it is reported at contract value in the accompanying Statements of Net Assets Available for Benefits.

The crediting rates for the years ended December 31, 2023 and 2022 ranged from 1.60% to 1.70% and from 1.16% to 1.50%, respectively. The contract does not have a maturity date and continues in force until all assets have been distributed and no further payments are due. Certain events would limit the Plan's ability to transact at contract value. However, the Plan administrator does not believe any events that would limit the Plan's ability to transact at contract value are probable of occurring. The contract value was \$531,176 and \$495,876 as of December 31, 2023 and 2022, respectively.

Note 6. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested and the funds of the Plan will be distributed based on individual participant balances.

Note 7. Related Party and Parties-in-Interest Transactions

Nationwide is the current trustee of the Plan; therefore, transactions with the current trustee qualify as party-in-interest transactions. The notes receivable from participants are also considered to be party-interest transactions. Fees paid to the current trustee by the Plan totaled \$25,366 and \$24,371 for the years ended December 31, 2023 and 2022, respectively. These transactions, while considered party-in-interest transactions under ERISA regulations, are specifically exempt from the prohibitions of party-in-interest transactions under ERISA.

Note 8. Tax Status

Effective January 1, 2022, the Plan adopted a prototype non-standardized profit-sharing plan sponsored by The Retirement Advantage, Inc., the Plan's third-party administrator. The prototype non-standardized profit-sharing plan has received an opinion letter from the Internal Revenue Service ("IRS") dated June 30, 2020, that the prototype non-standardized profit-sharing plan is acceptable with the applicable section of the IRC. The plan administrator believes the Plan is currently designed and operated in compliance with the applicable provisions of the IRC and is tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan, and recognize a tax liability if the Plan has taken any significant uncertain tax positions that more likely than not would not be sustained upon examination by a taxing authority. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

SECURE ACT 2.0

On December 23, 2022, Congress passed the Consolidated Appropriations Act of 2023, which included the SECURE Act 2.0. SECURE Act 2.0 contains over 90 new retirement provisions, with varying effective dates through 2027. Since SECURE Act 2.0 provisions include both required and optional elements, the plan administrator will determine the optional provisions to elect and amend the plan document accordingly. Most of the significant provisions will become effective in 2024 and thereafter. Accordingly, there is no material impact to the Plan's 2023 financial statements related to SECURE Act 2.0.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Notes to Financial Statements
For the Years Ended December 31, 2023 and 2022

Note 9. Reconciliation of Financial Statements to the Form 5500

The following is a reconciliation of the Plan's net assets available for benefits per the financial statements to the Form 5500:

	<u>December 31, 2023</u>	<u>December 31, 2022</u>
Net assets available for benefits per the financial statements	\$ 4,131,523	\$ 3,975,621
Employer contributions receivable	<u>-</u>	<u>(86,888)</u>
Net assets per the Form 5500	<u>\$ 4,131,523</u>	<u>\$ 3,888,733</u>

The following is a reconciliation of the net increase (decrease) per the financial statements to the Form 5500:

	<u>January 1, 2023 to December 31, 2023</u>	<u>January 1, 2022 to December 31, 2022</u>
Net increase (decrease) per the financial statements	\$ 156,403	\$ (333,380)
Change in employer contributions receivable	<u>86,387</u>	<u>(86,888)</u>
Net income (loss) per the Form 5500	<u>\$ 242,790</u>	<u>\$ (420,268)</u>

Note 10. Risks and Uncertainties

The Plan provides for various investment options in any combination of investment securities offered by the Plan. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with investment securities, it is at least reasonably possible that changes in equity markets, interest rates or other factors in the near term would materially affect participants' account balances and the amounts reported in the financial statements.

Note 11. Subsequent Events

Management has evaluated subsequent events through October 8, 2024, the date on which the financial statements were available to be issued. There were no material subsequent events that required recognition or additional disclosure in these financial statements.

Stryker Electrical Contracting, Inc. 401(k) Profit Sharing Plan
Schedule H, Line 4i -Schedule of Assets Held for Investment Purposes at the End of the Plan Year
As of December 31, 2023

Employer Identification Number: 59-1584267 Plan Number: 001

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, Maturity Value or Units	Cost**	Current Value	
Registered investment companies (mutual funds):				
Alliance Bernstein	AB Global Bond Fund Class I		\$	13,453
American Beacon	International Equity Fund Class R6			44
American Century	Midcap Value Fund Class I			31,496
American Funds	American Balanced Fund Class R6			153,529
American Funds	Growth Fund of America Class R6			56,585
American Funds	Washington Mutual Investors Fund Class R6			58,323
Avantis	US Large Cap Value Institutional Fund			41,562
Avantis	US Small Cap Value Institutional Fund			12,968
BlackRock	High Yield Bond Portfolio Class K			20,595
BlackRock	Midcap Growth Equity Portfolio Institutional Fund			35
BlackRock	Strategic Income Opportunities Fund Class I			3
BlackRock	Total Return Fund Class K			7,888
Columbia	Select Large Cap Growth Fund Institutional Class 2			60
Dimensional Fund Advisors	Emerging Markets Core Equity Portfolio Institutional Class			36,395
Dimensional Fund Advisors	Global Real Estate Securities Fund Institutional Class			40
Dimensional Fund Advisors	U.S. Large Cap Value Fund Institutional Class			91
Dimensional Fund Advisors	U.S. Targeted Value Fund Institutional Class			15,231
Diamond Hill	Midcap Fund Class I			23,552
Dodge & Cox	International Stock Fund Class I			46,229
Federated Hermes	Government Obligations Fund Premier Class			1,409
Fidelity	500 Index Fund			70,146
Fidelity	International Index Fund			44,779
Fidelity	US Bond Index Fund			31,780
Fidelity Advantage	Strategic Dividend Income Fund Institutional Class			886,956
Goldman Sachs	GQG Partners International Opportunities Fund Class R6			46,972
Harbor	International Growth Fund Institutional Class			52
Invesco	Equity and Income Fund Class R5			329,923
JP Morgan	Equity Income Fund Class R5			36,313
JP Morgan	Intrepid Growth Fund Class R5			264,219
JP Morgan	Large Cap Growth Fund Class R6			35,841
Legg Mason	BW Global Opportunities Bond Fund Institutional Class			1,775
MFS	Mfs Mid-Cap Growth R6			22,751
Nationwide	Loomis All Cap Growth Fund Class R6			41,097
Pilgrim	High Yield Fund Class Z			5,211
Pilgrim	Total Return Bond Fund Class R6			20,565
PIMCO	Emerging Markets Local Currency and Bond Fund			4
PIMCO	Real Return Fund Institutional Class			14,985
PIMCO	Commodity Real Return Strategy Fund Institutional Class			20,741
Principal	Global Real Estate Fund Class R6			24,845
Vanguard	500 Index Fund Admiral Shares			68,825
Vanguard	Explorer Fund Admiral Shares			13,011
Vanguard	Mid-Cap Index Fund Admiral Shares			25,441
Vanguard	Small Cap Index Fund Admiral Shares			24,795
Vanguard	Target Retirement 2020 Fund			61,996
Vanguard	Target Retirement 2025 Fund			73
Vanguard	Target Retirement 2030 Fund			47,110
Vanguard	Target Retirement 2035 Fund			407,879
Vanguard	Target Retirement 2040 Fund			187,135
Vanguard	Target Retirement 2045 Fund			12,771
Vanguard	Target Retirement 2050 Fund			60,666
Vanguard	Target Retirement 2055 Fund			84,601
Vanguard	Target Retirement 2060 Fund			27,993
Vanguard	Target Retirement 2065 Fund			18,923
Vanguard	Target Retirement Income Fund			2,423
Vanguard	Total Institutional Stock Index Fund Admiral Shares			4,958
Vanguard	Wellesley Income Fund Admiral Shares			32,234
				<u>3,499,280</u>
Nationwide	Fixed Select Insurance Contract			531,176
Brokerage Fund Options	Self-directed brokerage accounts			13,056
* Notes Receivable from Participants	Interest rates 4.25 - 9.00%, maturing through 2028			<u>88,011</u>
			\$	<u>4,131,523</u>

* Denotes a party-in interest.

** The cost of participant directed investments is not required to be disclosed.

The above information has been certified by Nationwide Life Insurance Company, the trustee, to be complete and accurate to the best of their knowledge.