

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2023

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 07/01/2023 and ending 06/30/2024

- A This return/report is for: a multiemployer plan, a multiple-employer plan, 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)
B This return/report is:
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: VIBRA-TECH ENGINEERS, INC. 401K PROFIT SHARING PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 06/30/1959
2a Plan sponsor's name (employer, if for a single-employer plan): VIBRA-TECH ENGINEERS, INC.
2b Employer Identification Number (EIN): 24-0857023
2c Plan Sponsor's telephone number: 570-455-5861
2d Business code (see instructions): 238900

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

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

Form 5500 (2023) v. 230707

3a Plan administrator's name and address <input checked="" type="checkbox"/> 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	147
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)	100
	6a(2)	98
	6b	5
	6c	41
	6d	144
	6e	0
	6f	144
	6g(1)	147
6g(2)	144	
6h	3	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2E 2J 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)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

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	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached _____
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> G (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning **07/01/2023** and ending **06/30/2024**

A Name of plan VIBRA-TECH ENGINEERS, INC. 401K PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 VIBRA-TECH ENGINEERS, INC.	D Employer Identification Number (EIN) 24-0857023	

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 No

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

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

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

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

MANNING & NAPIER ADVISORS, INC.

16-0995736

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 28	NONE	173226	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

AMERISERV TRUST & FINANCIAL SERVICE

216 FRANKLIN STREET
JOHNSTOWN, PA 15901

25-1689052

(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?
18 19 62 68	NONE	33520	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

(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 <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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
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For calendar plan year 2023 or fiscal plan year beginning 07/01/2023 and ending 06/30/2024	
A Name of plan VIBRA-TECH ENGINEERS, INC. 401K PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 VIBRA-TECH ENGINEERS, INC.	D Employer Identification Number (EIN) 24-0857023

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	104069	107576
(2) Participant contributions	1b(2)	16512	18991
(3) Other	1b(3)	1122	4180
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	380046	1082514
(2) U.S. Government securities	1c(2)	5011256	3568267
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	6415438	7991236
(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)	11851	5996
(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)	9081575	9998421
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	21021869	22777181
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	35648	17412
k Total liabilities (add all amounts in lines 1g through 1j)	1k	35648	17412
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	20986221	22759769

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)	955126	
(B) Participants	2a(1)(B)	216127	
(C) Others (including rollovers)	2a(1)(C)	8068	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1179321
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	40946	
(B) U.S. Government securities	2b(1)(B)	148387	
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	397	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		189730
(2) Dividends:			
(A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	88393	
(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)		88393
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds	2b(4)(A)	9637635	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	9310229	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		327406
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	1039053	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		1039053

		(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)		269765
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		3093668

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1113374	
(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)		1113374
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances.....	2i(1)		
(2) Contract administrator fees.....	2i(2)	33520	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	173226	
(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)		206746
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1320120

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1773548
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: **KRONICK KALADA BERDY & CO P.C.**

(2) EIN: **23-2667890**

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.)		X	
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.)		X	
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.)		X	
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.)		X	
e Was this plan covered by a fidelity bond?	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
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?		X	
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?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
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.)	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2023 This Form is Open to Public Inspection.
--	---	---

For calendar plan year 2023 or fiscal plan year beginning 07/01/2023 and ending 06/30/2024

A Name of plan <u>VIBRA-TECH ENGINEERS, INC. 401K PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>VIBRA-TECH ENGINEERS, INC.</u>	D Employer Identification Number (EIN) <u>24-0857023</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
---	---	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 25-1689052

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	
--	---	--

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. Increase Decrease Both No

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

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: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment)	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> 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. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

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

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

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

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment.....

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation.....

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702360A.

**VIBRA-TECH ENGINEERS, INC.
401(K) PROFIT SHARING PLAN**

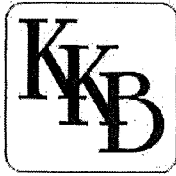
**YEAR ENDED JUNE 30, 2024
(WITH COMPARATIVE INFORMATION
AT JUNE 30, 2023)**

**VIBRA-TECH ENGINEERS, INC.
401(K) PROFIT SHARING PLAN**

**YEAR END JUNE 30, 2024
(WITH COMPARATIVE INFORMATION
AT JUNE 30, 2023)**

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**Kronick
Kalada
Berdy & Co.**
A Professional Corporation

Certified Public Accountants

Officers/Shareholders

Kevin R. Foley, CPA
Mario Ercolani, CPA
Anthony R. Caravaggio, CPA
Ronald H. Ulitchney, CPA
Louis E. Marcin, CPA
Jason C. Williams, CPA
Francis K. Eick, CPA
Allan Karaffa, CPA
Sharon M. Kelley, CPA/CFE
Kerry A. Marcin, CPA
Jeffrey L. McGovern, CPA

Independent Auditors' Report

To the Plan Trustees, Plan Administrator and participants,
Vibra-Tech Engineers, Inc.
401(k) Profit Sharing Plan
Hazleton, Pennsylvania

Donald M. Kronick, CPA
William R. Lazor, CPA/PFS, CFE
William Fromel, CPA
Deborah A. Eastwood, CPA

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

We have performed audits of the financial statements of Vibra-Tech Engineers, 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 June 30, 2024 and 2023 and the related statement of changes in net assets available for benefits for the year ended June 30, 2024 and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Vibra-Tech Engineers, Inc. 401(k) Profit Sharing Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as June 30, 2024 and 2023, and for the year ended June 30, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Vibra-Tech Engineers, Inc. 401(k) Profit Sharing 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 accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Vibra-Tech Engineers, Inc. 401(k) Profit Sharing Plan's ability to continue as a going concern for one year after the date the financial statements are issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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 judgement 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 Vibra-Tech Engineers, Inc. 401(k) Profit Sharing 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 Vibra-Tech Engineers, Inc. 401(k) Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter

Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4i - schedule of assets (held at end of year) and Schedule H, Line 4j - schedule of reportable transactions as of or for the year ended June 30, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included

in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

Kronick Kaloda Bandy & Co.

Kingston, Pennsylvania
April 10, 2025

VIBRA-TECH ENGINEERS, INC.
401(K) PROFIT SHARING PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

JUNE 30, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
Assets:		
Investments at fair value	<u>\$ 22,640,438</u>	<u>\$ 20,888,315</u>
Receivables:		
Participant contributions	18,991	16,512
Employer contributions	107,576	104,069
Notes receivable from participants	5,996	11,851
Other	<u>4,180</u>	<u>1,122</u>
Total receivables	<u>136,743</u>	<u>133,554</u>
Total assets	22,777,181	21,021,869
Liability, other	<u>17,412</u>	<u>35,648</u>
Net assets available for benefits	<u>\$ 22,759,769</u>	<u>\$ 20,986,221</u>

See notes to financial statements

VIBRA-TECH ENGINEERS, INC.
401(K) PROFIT SHARING PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED JUNE 30, 2024

Additions:	
Investment income:	
Net appreciation in fair value of investments	\$ 1,636,224
Interest	189,333
Dividends	88,393
	<hr/>
Total investment income	1,913,950
	<hr/>
Interest income on notes receivable from participants	397
	<hr/>
Contributions:	
Employer	955,126
Rollovers	8,068
Participants	216,127
	<hr/>
Total contributions	1,179,321
	<hr/>
Total additions	3,093,668
	<hr/>
Deductions:	
Benefit payments	1,113,374
Administrative expenses	206,746
	<hr/>
Total deductions	1,320,120
	<hr/>
Net increase	1,773,548
	<hr/>
Net assets available for benefits, beginning of year	20,986,221
	<hr/>
Net assets available for benefits, end of year	\$ 22,759,769
	<hr/>

See notes to financial statements

VIBRA-TECH ENGINEERS, INC.
401(K) PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024
(WITH COMPARATIVE INFORMATION AT JUNE 30, 2023)

NOTE 1 Description of Plan

The following description of the Vibra-Tech Engineers, Inc. 401(k) Profit Sharing Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all employees of Vibra-Tech Engineers, Inc. ("the Company") that completed the later of 1,000 hours of service or have attained age 18. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Board of Trustees oversees governance of the Plan and selects plan investments.

Contributions

Participants in the Plan may elect to contribute either a whole dollar amount or a whole percentage of their annual compensation to the Plan on a pretax basis, as defined in the Plan. 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 contributions plans (rollover). Such contributions are subject to certain statutory IRS limits.

In 2024 and 2023 the Company made a discretionary contribution to the account of each eligible employee that completed the above service and age requirements in an amount equal to 15% of annual compensation. Forfeitures were allocated to reduce Company contributions.

Participants' accounts

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

Payment of benefits

Participants are entitled to Plan benefits after their employment with the Company terminates for any reason or upon reaching age 59½ and continuing in employment and once their account balance has been determined. The Plan benefit is the value of the participant's vested account.

The normal retirement date at which participants are eligible to receive Plan benefits is the earlier of age 62, or the later of age 59½ or the last day of the Plan year in which the participant completes the sixth year of service ("normal retirement date"). Participants may withdraw all or a portion of their vested account balance as hardship withdrawals under certain circumstances.

Distributions are payable at the election of participants (or their beneficiaries in the case of death during active employment) in a lump-sum or through various annuity options.

VIBRA-TECH ENGINEERS, INC.
401(K) PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024
(WITH COMPARATIVE INFORMATION AT JUNE 30, 2023)

Vesting

Participants are always one hundred percent vested in their voluntary contributions and rollovers plus actual earnings thereon. Employees vest in other amounts in accordance with the following table:

<u>Years of service</u>	<u>Vesting Percentage</u>
Less than 2	0%
2 but less than 3	20%
3 but less than 4	40%
4 but less than 5	60%
5 but less than 6	80%
6 or more	100%

In the event of death, retirement due to disability, or reaching normal retirement date, participants are 100% vested in their account balances.

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The notes are secured by the balance in the participant's account and bear interest at rates ranging from 4.00% to 5.00%, which are commensurate with local prevailing rates at the time of the loan. Principal and interest is paid ratably through payroll deductions.

Forfeited Accounts

At June 30, 2024 and 2023, forfeited nonvested accounts totaled \$23,740 and \$35,648, respectively. These accounts will be used to reduce future employer contributions. Also, in 2024 employer contributions were reduced by \$35,648 from forfeited nonvested accounts.

SECURE 2.0 Act

President Biden signed the Consolidated Appropriations Act (CAA), including the SECURE 2.0 Act, into law on December 29, 2022. SECURE 2.0 builds on changes made by the SECURE Act of 2019 and the Plan document has been amended for provisions required to be effective before June 30, 2024 and will be amended in accordance with the required timeline of the act to meet the applicable provisions effective after June 30, 2024.

NOTE 2 Summary of significant accounting policies

Basis of accounting

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

Note Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are

VIBRA-TECH ENGINEERS, INC.
401(K) PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024
(WITH COMPARATIVE INFORMATION AT JUNE 30, 2023)

charged directly to the borrowing participant's account and are included in administrative expenses when incurred. If a participant does not make loan repayments and the Plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms in the Plan document.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan Trustees determine the Plan's valuation policies, utilizing information provided by the investment advisors and custodian. See note 3 for discussion of fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Benefit payments

Benefit payments to participants are recorded when paid.

Use of estimates

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

Expenses

Certain administrative expenses are paid by the Plan. Certain expenses of maintaining the Plan are paid by the Company and are therefore excluded from these financial statements. Investment-related expenses are included in net appreciation in fair value of investments. Fees for the administration of notes receivable from participants are included in administrative expenses and charged directly to the participant's account.

Nonparticipant-directed investments

All investment decisions are at the direction of the Plan Trustees.

NOTE 3 Fair value measurements

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

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets

VIBRA-TECH ENGINEERS, INC.
401(K) PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024
(WITH COMPARATIVE INFORMATION AT JUNE 30, 2023)

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 active markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at June 30, 2024 and 2023.

Money market: Fair value approximates cost.

Common stocks: Valued at closing price reported on the active market on which the individual securities are traded.

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

U.S. government/agency securities: Valued using pricing models maximizing the use of observable inputs for similar securities.

The following tables set forth by level within the fair value hierarchy the Plan's investment assets at fair value, as of June 30, 2024 and 2023. As required by FASB ASC 820, assets are classified in their entirety based on the lowest level of input that is significant to the fair value measurement.

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**YEAR ENDED JUNE 30, 2024
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	Investment Assets at Fair Value as of June 30, 2024			
	Level 1	Level 2	Level 3	Total
Money market	\$ 1,082,514			\$ 1,082,514
Mutual funds	9,998,421			9,998,421
Common stock	7,991,236			7,991,236
U.S. Government / Agency		\$ 3,568,267		3,568,267
	<u>\$ 19,072,171</u>	<u>\$ 3,568,267</u>	<u>\$ -</u>	<u>\$ 22,640,438</u>

	Investment Assets at Fair Value as of June 30, 2023			
	Level 1	Level 2	Level 3	Total
Money market	\$ 380,046			\$ 380,046
Mutual funds	9,081,575			9,081,575
Common stock	6,415,439			6,415,439
U.S. Government / Agency		5,011,255		5,011,255
	<u>\$ 15,877,060</u>	<u>\$ 5,011,255</u>	<u>\$ -</u>	<u>\$ 20,888,315</u>

Gains and losses included in the changes in net assets available for benefits for the year ended June 30, 2024, are reported in net appreciation of fair value of investments.

The Plan's policy is to recognize transfers of investments into or out of level 3 as of the date of the event or change in circumstances that caused the transfer. For the year ended June 30, 2024, there were no transfers of investments into or out of level 3. There are no plan assets requiring the use of level 3 inputs for periods presented.

NOTE 4 Information certified by the custodian

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA required supplemental schedules, including investments and notes receivable from participants held at June 30, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends and interest income on notes receivable participants for the year ended June 30, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Ameriserv Trust and Financial Services Company (the Custodian of the Plan).

NOTE 5 Related Party Transactions and Party in Interest Transactions

Asset-based fees paid by the Plan to AmeriServ Trust and Financial Services Company, custodian of the Plan, for the investment services amounted to \$33,520 for the year ended June 30, 2024. These transactions qualify as party-in-interest. The custodian provides certain

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NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024
(WITH COMPARATIVE INFORMATION AT JUNE 30, 2023)

administrative services to the Plan pursuant to a service agreement between the Company and the custodian. The custodian receives revenue from service providers for services the custodian provides to the investments. This revenue is used to offset certain amounts that would be owed to the custodian from the Plan for its administrative services to the Plan had arrangements with the service providers not been in place.

Certain Plan investments include shares of mutual funds totaling \$9,998,421 and \$9,081,575 managed by Manning & Napier Advisors, LLC for 2024 and 2023. Manning & Napier Advisors, LLC are consultants for the Plan, therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan for the consultant services amounted to \$173,226 for 2024.

NOTE 6 Plan termination

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

These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

NOTE 7 Tax status

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

Plan management is required to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of June 30, 2024 and 2023 there are no uncertain positions taken, or expected to be taken, that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are no audits for any tax periods in progress.

NOTE 8 Net assets available for benefits

Net assets available for benefits at June 30, 2024 and 2023 include \$3,399,240 and \$4,133,901 respectively, allocated to accounts of participants who had withdrawn from the Plan.

NOTE 9 Risks and uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect

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NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024
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participants' account balances and the amounts reported in the statements of net assets available for benefits.

NOTE 11 Subsequent events

The Plan has evaluated subsequent events through April 10, 2025, the date which the financial statements were available to be issued.

VIBRA-TECH ENGINEERS, INC.
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SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, and par or maturity date	Cost	Current Value	
Money Market investments:				
Goldman Sachs Financial Square Fund	Money Market Fund	\$ 1,082,514	\$ 1,082,514	
U.S. Government/agency securities:				
FHLMC	Agency Security maturity date 6/01/2041, 5.500%	56,910	50,563	
Federal National MTG Assn.	Government Security maturity date 7/01/2038, 6.000%	4,939	4,634	
Federal National MTG Assn.	Government Security maturity date 2/01/2043, 2.500%	64,879	56,714	
United States Treasury BDS	Government Security maturity date 8/15/2040, 3.875%	658,593	535,283	
United States Treasury BDS	Government Security maturity date 8/15/2040, 3.875%	429,812	404,770	
United States Treasury BDS	Government Security maturity date 2/15/2050, 2.000%	217,620	150,670	
United States Treasury NTS	Government Security maturity date 5/15/2033, 3.375%	1,124,662	1,121,621	
United States Treasury NTS	Government Security maturity date 10/31/29, 4.000%	467,667	474,929	
United States Treasury NTS	Government Security maturity date 5/15/2029, 2.375%	787,796	769,083	
Total U.S. government/agency securities		<u>3,812,878</u>	<u>3,568,267</u>	
Mutual funds:				
*	Manning & Napier Real Estate - W	Mutual funds	425,893	452,778
*	Manning & Napier Overseas - W	Mutual funds	590,520	744,122
*	Manning & Napier Credit Sales	Mutual funds	5,590,270	5,958,821
*	Manning & Napier Unconstrained Bond	Mutual funds	2,678,788	2,842,700
Total mutual funds		<u>9,285,471</u>	<u>9,998,421</u>	

VIBRA-TECH ENGINEERS, INC.
401(k) PROFIT SHARING PLAN
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SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, and par or maturity date	Cost	Current Value	
Common stock:				
Admiral Group PLC ADR	Common Stock	72,623	89,383	
Alcon Inc	Common Stock	59,000	92,465	
Alphabet Inc. CL A	Common Stock	200,187	374,500	
Amazon.Com Inc.	Common Stock	195,482	384,761	
Apple Inc	Common Stock	109,673	125,319	
Astrazeneca PLC Sponsored ADR	Common Stock	158,859	190,763	
Atlassian Corporation CL A	Common Stock	87,746	94,277	
Bae Systems PLC ADR	Common Stock	59,643	105,389	
Blackrock Inc	Common Stock	84,050	82,669	
Canadian National Railway Co	Common Stock	151,847	148,135	
Coca Cola Co	Common Stock	203,476	243,907	
Constellation Brands Inc - A	Common Stock	125,133	120,922	
Copart Inc	Common Stock	46,489	142,441	
CSX Corp	Common Stock	149,729	156,680	
Deutsche Boerse Ag ADR	Common Stock	115,277	121,022	
Electronic Arts Inc	Common Stock	153,215	215,265	
Epam Systems inc	Common Stock	86,604	88,788	
Everyg, Inc.	Common Stock	136,495	126,545	
Fiserv inc	Common Stock	124,171	120,126	
Globant Sa	Common Stock	88,453	90,912	
Hdfc Bank LTD ADR	Common Stock	164,399	191,768	
Heineken NV ADR	Common Stock	176,862	171,107	
Humana Inc	Common Stock	84,137	84,445	
Infineon Technologies Ag ADR	Common Stock	169,143	153,392	
Intercontinental Exchange Inc	Common Stock	89,927	120,600	
Intuitive Surgical, Inc.	Common Stock	51,991	106,764	
Johnson and Johnson	Common Stock	144,103	195,416	
L3 Harris Technologies Inc.	Common Stock	241,058	260,962	
Lonza Group Ag ADR	Common Stock	82,952	76,131	
Masco Corporation	Common Stock	59,440	78,071	
Mastercard Inc	Common Stock	140,756	297,783	
Mercaillibre Inc	Common Stock	124,251	146,263	
Meta Platforms Inc.	Common Stock	197,225	357,996	
Microsoft Corp	Common Stock	192,222	269,511	
Micron Technology, Inc.	Common Stock	33,992	72,867	
Mondelez International Inc - A	Common Stock	46,309	70,348	
Moodys Corp	Common Stock	107,696	164,584	
Msci Inc	Common Stock	125,969	125,737	
Nestle Spons ADR	Common Stock	145,193	121,871	
Northrop Grumman Corp	Common Stock	111,905	108,987	
Philip Morris Intl Inc	Common Stock	202,172	228,499	
Roche Holdings LTD	Common Stock	163,212	177,492	
S&P Global	Common Stock	81,763	119,082	
Servicenow, Inc.	Common Stock	138,551	179,361	
Taiwan Semiconductor SP ADR	Common Stock	132,178	265,408	
Techtronic Industries Co LTD ADR	Common Stock	84,298	73,177	
Thermo Fisher Scientific Inc	Common Stock	35,854	77,973	
Union Pacific Corp	Common Stock	107,189	117,429	
Unitedhealth Group Inc	Common Stock	82,519	83,519	
Vertex Pharmaceuticals Inc	Common Stock	39,546	87,651	
Visa Inc.	Common Stock	131,835	226,511	
West Fraser Timber Co LTD	Common Stock	66,540	66,262	
Total common stock		<u>6,163,339</u>	<u>7,991,236</u>	
Loans:				
* Notes receivable from participants	Interest rate 4.733%, due 2/1/2026, account balance are pledged as collateral	<u>\$0</u>	<u>5,996</u>	
		<u>\$ 20,344,202</u>	<u>\$ 22,646,434</u>	

* A party-in-interest as defined by ERISA

VIBRA-TECH ENGINEERS, INC.
401(k) PROFIT SHARING PLAN

EIN 24-0857023 PLAN 001

SCHEDULE H, LINE 4j-SCHEDULE OF REPORTABLE TRANSACTIONS

YEAR ENDED JUNE 30, 2024

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
<u>Identity of party involved</u>	<u>Description of asset</u>	<u>Purchase price</u>	<u>Selling price</u>	<u>Lease rental</u>	<u>Expense incurred with transaction</u>	<u>Cost of asset</u>	<u>Current value of asset on transaction date</u>	<u>Net gain or (loss)</u>
Goldman Sachs	Goldman Sachs Financial Square Fund	\$ 9,885,446				\$ 9,885,446	\$ 9,885,446	
Goldman Sachs	Goldman Sachs Financial Square Fund		\$ 9,182,978			\$ 9,182,978	\$ 9,182,978	
Manning & Napier	Manning & Napier High Yield Bd-W	\$ 600,396				\$ 600,396	\$ 600,396	
Manning & Napier	Manning & Napier High Yield Bd-W		\$ 917,690			\$ 845,227	\$ 917,690	\$ 72,463
Manning & Napier	Manning & Napier High Credit Series	\$ 815,500				\$ 815,500	\$ 815,500	
Manning & Napier	Manning & Napier High Credit Series		\$ 620,083			\$ 521,026	\$ 620,083	\$ 99,057
Federal government	United States Treas Nts 4.000% due 10/31/2029	\$ 1,709,178				\$ 1,709,178	\$ 1,709,178	
Federal government	United States Treas Nts 4.000% due 10/31/2029		\$ 1,235,132			\$ 1,241,512	\$ 1,235,132	\$ (6,380)
Federal government	United States Treas Nts 3.375% due 5/15/2023	\$ 1,124,662				\$ 1,124,662	\$ 1,124,662	
Federal government	United States Treas Nts 1.625% due 5/15/2026	\$ 1,078,628				\$ 1,078,628	\$ 1,078,628	
Federal government	United States Treas Nts 1.625% due 5/15/2026		\$ 1,077,875			\$ 1,078,628	\$ 1,077,875	\$ (753)
Federal government	United States Treas Nts 2.875% due 8/15/2028	\$ 381,414				\$ 381,414	\$ 381,414	
Federal government	United States Treas Nts 2.875% due 8/15/2028		\$ 724,313			\$ 731,344	\$ 724,313	\$ (7,031)

*A party-in-interest, as defined by the Employee Retirement Income Security Act of 1974.

VIBRA-TECH ENGINEERS, INC.
401(k) PROFIT SHARING PLAN

EIN 24-0857023 PLAN 001

SCHEDULE H, LINE 4j-SCHEDULE OF REPORTABLE TRANSACTIONS

YEAR ENDED JUNE 30, 2024

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Identity of party involved	Description of asset	Purchase price	Selling price	Lease rental	Expense incurred with transaction	Cost of asset	Current value of asset on transaction date	Net gain or (loss)
Goldman Sachs	Goldman Sachs Financial Square Fund	\$ 9,885,446				\$ 9,885,446	\$ 9,885,446	
Goldman Sachs	Goldman Sachs Financial Square Fund		\$ 9,182,978			\$ 9,182,978	\$ 9,182,978	
Manning & Napier	Manning & Napier High Yield Bd-W	\$ 600,396				\$ 600,396	\$ 600,396	
Manning & Napier	Manning & Napier High Yield Bd-W		\$ 917,690			\$ 845,227	\$ 917,690	\$ 72,463
Manning & Napier	Manning & Napier High Credit Series	\$ 815,500				\$ 815,500	\$ 815,500	
Manning & Napier	Manning & Napier High Credit Series		\$ 620,083			\$ 521,026	\$ 620,083	\$ 99,057
Federal government	United States Treas Nts 4.000% due 10/31/2029	\$ 1,709,178				\$ 1,709,178	\$ 1,709,178	
Federal government	United States Treas Nts 4.000% due 10/31/2029		\$ 1,235,132			\$ 1,241,512	\$ 1,235,132	\$ (6,380)
Federal government	United States Treas Nts 3.375% due 5/15/2023	\$ 1,124,662				\$ 1,124,662	\$ 1,124,662	
Federal government	United States Treas Nts 1.625% due 5/15/2026	\$ 1,078,628				\$ 1,078,628	\$ 1,078,628	
Federal government	United States Treas Nts 1.625% due 5/15/2026		\$ 1,077,875			\$ 1,078,628	\$ 1,077,875	\$ (753)
Federal government	United States Treas Nts 2.875% due 8/15/2028	\$ 381,414				\$ 381,414	\$ 381,414	
Federal government	United States Treas Nts 2.875% due 8/15/2028		\$ 724,313			\$ 731,344	\$ 724,313	\$ (7,031)

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VIBRA-TECH ENGINEERS, INC.
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SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, and par or maturity date	Cost	Current Value	
Money Market investments:				
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U.S. Government/agency securities:				
FHLMC	Agency Security maturity date 6/01/2041, 5.500%	56,910	50,563	
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Total U.S. government/agency securities		3,812,878	3,568,267	
Mutual funds:				
* Manning & Napier Real Estate - W	Mutual funds	425,893	452,778	
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VIBRA-TECH ENGINEERS, INC.
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SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

(a)	(b)	(c)	(d)	(e)
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Fiserv inc	Common Stock	124,171	120,126	
Globant Sa	Common Stock	88,453	90,912	
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Heineken NV ADR	Common Stock	176,862	171,107	
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Intuitive Surgical, Inc.	Common Stock	51,991	106,764	
Johnson and Johnson	Common Stock	144,103	195,416	
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Lonza Group Ag ADR	Common Stock	82,952	76,131	
Masco Corporation	Common Stock	59,440	78,071	
Mastercard Inc	Common Stock	140,756	297,783	
Mercaillibre Inc	Common Stock	124,251	146,263	
Meta Platforms Inc.	Common Stock	197,225	357,996	
Microsoft Corp	Common Stock	192,222	269,511	
Micron Technology, Inc.	Common Stock	33,992	72,867	
Mondelez International Inc - A	Common Stock	46,309	70,348	
Moodys Corp	Common Stock	107,696	164,584	
Msci Inc	Common Stock	125,969	125,737	
Nestle Spons ADR	Common Stock	145,193	121,871	
Northrop Grumman Corp	Common Stock	111,905	108,987	
Philip Morris Intl Inc	Common Stock	202,172	228,499	
Roche Holdings LTD	Common Stock	163,212	177,492	
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Union Pacific Corp	Common Stock	107,189	117,429	
Unitedhealth Group Inc	Common Stock	82,519	83,519	
Vertex Pharmaceuticals Inc	Common Stock	39,546	87,651	
Visa Inc.	Common Stock	131,835	226,511	
West Fraser Timber Co LTD	Common Stock	66,540	66,262	
Total common stock		<u>6,163,339</u>	<u>7,991,236</u>	
Loans:				
* Notes receivable from participants	Interest rate 4.733%, due 2/1/2026, account balance are pledged as collateral	\$0	5,996	
		<u>\$ 20,344,202</u>	<u>\$ 22,646,434</u>	

* A party-in-interest as defined by ERISA