

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 09/01/2023 and ending 08/31/2024

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan... [X] a single-employer plan [] a DFE... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan, check here... D Check box if filing under: [X] Form 5558 [] automatic extension... 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 ASSOCIATED LIGHTING REPRESENTATIVES, INC. EMPLOYEE STOCK OWNERSHIP PLAN AND TRUST
1b Three-digit plan number (PN) 004
1c Effective date of plan 09/01/1994
2a Plan sponsor's name (employer, if for a single-employer plan) ASSOCIATED LIGHTING REPRESENTATIVES, INC
2b Employer Identification Number (EIN) 94-2176054
2c Plan Sponsor's telephone number 510-638-3800
2d Business code (see instructions) 423600

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.

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	150
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)	145
	6a(2)	151
	6b	0
	6c	4
	6d	155
	6e	0
	6f	155
	6g(1)	150
6g(2)	155	
6h	1	
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:
20

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

- (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 _____
- (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 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.	<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 09/01/2023 and ending 08/31/2024			
A Name of plan ASSOCIATED LIGHTING REPRESENTATIVES, INC. EMPLOYEE STOCK OWNERSHIP PLAN AND TRUST	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:80%;">B Three-digit plan number (PN) ▶</td> <td style="width:20%; text-align: center;">004</td> </tr> </table>	B Three-digit plan number (PN) ▶	004
B Three-digit plan number (PN) ▶	004		
C Plan sponsor's name as shown on line 2a of Form 5500 ASSOCIATED LIGHTING REPRESENTATIVES, INC	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td>D Employer Identification Number (EIN) 94-2176054</td> </tr> </table>	D Employer Identification Number (EIN) 94-2176054	
D Employer Identification Number (EIN) 94-2176054			

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	10866	4792
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	6442500	6970000
(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)	3508934	208204
(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)	2830217	8329021
(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)		
(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)	14522800	16459444
(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)	59324111	60061011
(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	86639428	92032472
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		
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	86639428	92032472

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)	6950000	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		6950000
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2)	2a(3)		
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)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		
(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)		
(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)		
c Other income	2c		3729118
d Total income. Add all income amounts in column (b) and enter total	2d		10679118

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5285719	
(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)		5285719
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)		
(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)	355	
(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)		355
j Total expenses. Add all expense amounts in column (b) and enter total	2j		5286074

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		5393044
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: **CAMPBELL TAYLOR WASHBURN**

(2) EIN: **66-0251243**

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		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		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.
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For calendar plan year 2023 or fiscal plan year beginning 09/01/2023 and ending 08/31/2024

A Name of plan <u>ASSOCIATED LIGHTING REPRESENTATIVES, INC. EMPLOYEE STOCK OWNERSHIP PLAN AND TRUST</u>	B Three-digit plan number (PN) ▶	<u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ASSOCIATED LIGHTING REPRESENTATIVES, INC</u>	D Employer Identification Number (EIN) <u>94-2176054</u>	

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	
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): <u>20-1788500</u>		
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.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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.	<input type="checkbox"/> Increase	<input type="checkbox"/> Decrease	<input type="checkbox"/> Both	<input type="checkbox"/> No
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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.
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10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
11 a Does the ESOP hold any preferred stock?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> 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.)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> 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 ___/___/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.

*Financial Statements and
Independent Auditor's Report of*

**ASSOCIATED LIGHTING REPRESENTATIVES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN & TRUST**

August 31, 2024 and 2023



Campbell Taylor Washburn
Certified Public Accountants & Consultants

**ASSOCIATED LIGHTING REPRESENTATIVES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN & TRUST**

CONTENTS

	<u>Page</u>
INDEPENDENT AUDITOR'S REPORT	1 and 2
FINANCIAL STATEMENTS	
Statements of Net Assets Available for Benefits	3
Statements of Change in Net Assets Available for Benefits	4
Notes to Financial Statements	5 - 10
SUPPLEMENTAL INFORMATION	
Schedule H, Line 4i - Schedule of Assets Held at End of Year	11 - 13



INDEPENDENT AUDITOR'S REPORT

To the Plan Trustees
Associated Lighting Representatives, Inc.
Employee Stock Ownership Plan & Trust
Oakland, CA

Opinion

We have audited the financial statements of Associated Lighting Representatives, Inc. Employee Stock Ownership Plan & Trust (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of August 31, 2024 and 2023, and the related statements of change in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of Associated Lighting Representatives, Inc. Employee Stock Ownership Plan & Trust as of August 31, 2024 and 2023, and the changes in net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

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 audit opinion.

Emphasis of a Matter

As explained in Notes 1 and 2, the Plan is an Employee Stock Ownership Plan and invests in common stock of the Plan Sponsor valued at \$60,061,011 and \$59,324,111 as of August 31, 2024 and 2023, respectively. The fair value of Plan Sponsor common stock is determined by the Plan Trustees based on an annual valuation of the common stock prepared by an independent appraiser. However, because of the inherent uncertainty of the valuation, those estimated values may differ significantly from the values that would have been used had a ready market for the investments existed, and the differences could be material.

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.

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 that 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.

Auditor's Responsibilities for the Audit of the Financial Statements

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 Plan's ability to continue as a going concern for a reasonable period of time.

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 Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets held at end of year 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 has been subjected to the 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.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, 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 information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Campbell Taylor Washburn

An Accountancy Corporation

Roseville, California

June 4, 2025

**ASSOCIATED LIGHTING REPRESENTATIVES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN & TRUST**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
August 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS:		
Investments, at fair value:		
Plan Sponsor common stock	\$ 60,061,011	\$ 59,324,111
Mutual funds	2,435,547	7,090,209
Exchange traded funds	14,023,897	7,432,591
Corporate fixed income	8,329,021	2,830,217
Interest bearing cash	<u>208,204</u>	<u>3,508,934</u>
Total investments	85,057,680	80,186,062
Non-interest bearing cash	4,792	10,866
Employer contribution receivable	<u>6,970,000</u>	<u>6,442,500</u>
Total assets	<u>92,032,472</u>	<u>86,639,428</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 92,032,472</u>	<u>\$ 86,639,428</u>

The accompanying notes are an integral part of these financial statements.

**ASSOCIATED LIGHTING REPRESENTATIVES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN & TRUST**

STATEMENTS OF CHANGE IN NET ASSETS AVAILABLE FOR BENEFITS
For the Years Ended August 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ADDITIONS TO NET ASSETS:		
Investment income:		
Net appreciation in fair value of Plan Sponsor common stock	\$ 736,900	\$ 2,564,362
Net appreciation in fair value of other investments	2,209,381	816,132
Interest, dividends and other income	<u>782,837</u>	<u>790,111</u>
Total investment income	<u>3,729,118</u>	<u>4,170,605</u>
Employer contribution	<u>6,950,000</u>	<u>6,442,500</u>
Total additions	10,679,118	10,613,105
DEDUCTIONS FROM NET ASSETS:		
Benefit payments	5,285,719	7,021,996
Administrative expenses	<u>355</u>	<u>404</u>
Total deductions	<u>5,286,074</u>	<u>7,022,400</u>
Increase in net assets	5,393,044	3,590,705
Net assets available for benefits at beginning of year	<u>86,639,428</u>	<u>83,048,723</u>
Net assets available for benefits at end of year	<u>\$ 92,032,472</u>	<u>\$ 86,639,428</u>

The accompanying notes are an integral part of these financial statements.

**ASSOCIATED LIGHTING REPRESENTATIVES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS
August 31, 2024 and 2023

NOTE 1: DESCRIPTION OF PLAN

The following description of Associated Lighting Representatives, Inc. Employee Stock Ownership Plan & Trust (the “Plan”) provides only summarized general information. Participants should refer to the Plan document for a complete description of the Plan's provisions.

General

The Plan is a defined contribution plan established September 1, 1986, to provide retirement benefits for eligible employees of Associated Lighting Representatives, Inc. (the “Plan Sponsor”).

The Plan is a non-leveraged employee stock ownership plan (ESOP) and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. Three employees of the Plan Sponsor serve as trustees to the Plan.

Plan Year

The Plan year begins September 1st and ends August 31st.

Eligibility

Employees of the Plan Sponsor are eligible to participate in the Plan after completing one year of service where they are credited with 1,000 hours of service.

Contributions

Under the provisions of the Plan, participants are not permitted to make contributions to the Plan. The Plan Sponsor may make discretionary contributions to the Plan as determined by the Plan Sponsor. Plan Sponsor contributions may be made in cash, Plan Sponsor stock, or a combination of both. Participants must be credited with 1,000 hours of service and be employed with the Plan Sponsor on the last day of the Plan year to be eligible to receive an allocation of any Plan Sponsor contributions.

For the years ended August 31, 2024, and 2023, the Plan Sponsor elected to contribute \$6,950,000 and \$6,442,500 to the Plan, respectively.

Participant Accounts and Allocations

The Plan is a defined contribution plan under which a separate individual account is established for each participant. Plan Sponsor contributions and forfeited balances are allocated to participant accounts based on the ratio of a participant's compensation to total participants' compensation, subject to IRS limitations. Plan earnings and purchased shares are allocated to each participant's account based on the ratio of the participant's beginning of the year account balance to all participants' beginning of the year account balances.

Retirement

Normal retirement under the Plan is the age of 65.

NOTE 1: DESCRIPTION OF PLAN (Continued)

Vesting

Participants become vested in their accounts in accordance with the following schedule:

<u>Years of Service</u>	<u>Nonforfeitable vested interest</u>
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years	100%

Forfeitures

Any portion of the final balance in a participant's account which is not vested will become forfeited when the participant incurs a five-year break in service or, if earlier, when the participant's account has been completely distributed. All forfeitures are reallocated to the accounts of remaining participants as of the allocation date of the Plan year in which the forfeiture occurs. Forfeitures allocated to participant accounts totaled 1.96 and 0.70 shares and \$14,561 and \$7,134 in cash for the years ended August 31, 2024 and 2023, respectively.

Payment of Benefits

Vested benefits are distributable from Plan assets upon normal retirement, termination of employment, death, or disability. Benefits may be paid in a lump-sum distribution or in installments.

Diversification Rights

Participants have diversification rights that require the Plan to repurchase Plan Sponsor shares and allow the participant to purchase other qualified investments. A participant who has reached age 55 and has ten years of participation in the Plan may diversify up to 25% of their account balance each year of the first five Plan years in the election period and then up to 50% in the sixth Plan year following the election period based on the allocation formula in the Plan document. The election period for diversifications is extended to a participant's termination or retirement date if the participant has completed 30 years of service in the Plan.

Voting Rights

Participants have limited voting rights attributable to the shares allocated to their accounts and are notified by the Trustees prior to the time that such rights are to be exercised. Participants are given the right to vote on certain corporate matters, as defined by the Plan document.

Put Option

Under federal income tax regulations, the Plan Sponsor stock that is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right to demand that the Plan Sponsor purchase any shares of stock distributed to participants for which there is no market and to ensure that participants have the ability to ultimately obtain cash. The put price is representative of the current appraised value of the stock.

Administrative Expenses

Plan administrative expenses are paid for by both the Plan Sponsor and from Plan assets.

Plan Termination

The Plan Sponsor may terminate the Plan at any time, subject to the provisions of ERISA. Although the Plan Sponsor has not expressed any intent to do so, in the event of termination, participants will become 100% vested in their account balances.

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The financial statements are prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Cash and Cash Equivalents

For financial statement purposes, the plan administrator considers all highly liquid assets with original maturities of three months or less to be cash or cash equivalents. The plan administrator maintains cash in bank deposit accounts which, at times, may exceed federally insured limits. The Plan has not experienced any losses in such accounts and believes it is not exposed to any significant risk on cash and cash equivalents.

Investment Valuation and Income Recognition

Investments are reported at fair value and are non-participant directed. Investments in securities are stated at fair market value using quoted market prices when available. Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded when earned. Dividend income is recorded on the ex-dividend date. The fair value of the Plan's investment in Plan Sponsor stock is determined by the Plan Trustees based on an annual valuation of the common stock prepared by an independent appraiser. The appraised value per share was \$8,223.03 and \$8,122.14 for a total appraised value of \$60,061,011 and \$59,324,111 as of August 31, 2024, and 2023, respectively. Because of the inherent uncertainty of the valuation, estimated and appraised values of the investment in Plan Sponsor stock may differ significantly from values that would have been used had a ready market for such investments existed, and such differences may be material.

Income Taxes

The Plan Sponsor received a favorable determination letter from the Internal Revenue Service on December 11, 2014. The Plan has been amended since receiving the determination letter, however, the Plan Sponsor and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan Sponsor has analyzed tax positions taken by the Plan, and has determined that as of August 31, 2024, there are no uncertain tax positions taken or expected to be taken that would require recognition or disclosure in the financial statements. The Plan is subject to routine audits by taxing authorities; however, there are currently no audits for any tax periods in progress.

Benefit Payments

Benefit payments are recorded when paid.

Estimates and Assumptions

The preparation of these financial statements in conformity with accounting principles generally accepted in the United States of America requires Plan management to make estimates and assumptions that affect the reported amounts of assets and liabilities 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.

NOTE 3: ADMINISTRATION OF PLAN ASSETS

The Plan's assets are held in trust by the Trustees of the Plan. Plan Sponsor contributions are held and managed by the Trustees who invest cash received, interest, and dividend income and make distributions to participants.

Certain administrative functions are performed by officers or employees of the Plan Sponsor. No such officer or employee receives compensation from the Plan.

NOTE 4: INVESTMENT IN PLAN SPONSOR COMMON STOCK

The Plan's investment in Plan Sponsor common stock at August 31, 2024, and 2023 is presented in the following table:

	<u>2024</u>	<u>2023</u>
	<u>Allocated</u>	<u>Allocated</u>
Associated Lighting Representatives, Inc. Common Stock:		
Number of shares	<u>7,304</u>	<u>7,304</u>
Cost	<u>\$ 3,266,703</u>	<u>\$ 3,266,703</u>
Fair value	<u>\$ 60,061,011</u>	<u>\$ 59,324,111</u>

NOTE 5: FAIR VALUE MEASUREMENTS

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

Level 1 - Inputs are unadjusted quoted prices for identical assets or liabilities that the Plan has the ability to access.

Level 2 - Inputs other than level 1 that are observable, either directly or indirectly, such as quoted prices for similar assets or liabilities, quoted prices in markets that are not active, model-based valuation techniques for which all significant assumptions are observable in the market, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3 - Inputs that 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

NOTE 5: FAIR VALUE MEASUREMENTS (Continued)

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at August 31, 2024, and 2023:

Plan Sponsor Common Stock: An annual valuation of the Plan Sponsor common stock is prepared by an independent appraiser. The Trustees of the Plan approve the fair value based on the annual valuation. The valuation utilizes the income approach, specifically the discounted cash flow method, containing significant unobservable inputs, including; an EBITDA multiple, weighted average cost of capital and discount for lack of marketability.

Mutual Funds and Exchange Traded Funds: Mutual funds and exchange traded funds have quoted prices in an active market and are valued at the net asset value of shares held by the Plan at year-end.

Corporate Fixed Income: The fair value is determined based on the closing price reported on the active market where the individual securities are traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of August 31, 2024:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Plan Sponsor				
common stock	\$ -	\$ -	\$ 60,061,011	\$ 60,061,011
Mutual funds	2,435,547	-	-	2,435,547
Exchange traded funds	14,023,897	-	-	14,023,897
Corporate fixed income	<u>8,329,021</u>	<u>-</u>	<u>-</u>	<u>8,329,021</u>
	<u>\$ 24,788,465</u>	<u>\$ -</u>	<u>\$ 60,061,011</u>	<u>\$ 84,849,476</u>

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of August 31, 2023:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Plan Sponsor				
common stock	\$ -	\$ -	\$ 59,324,111	\$ 59,324,111
Mutual funds	7,090,209	-	-	7,090,209
Exchange traded funds	7,432,591	-	-	7,432,591
Corporate fixed income	<u>2,830,217</u>	<u>-</u>	<u>-</u>	<u>2,830,217</u>
	<u>\$ 17,353,017</u>	<u>\$ -</u>	<u>\$ 59,324,111</u>	<u>\$ 76,677,128</u>

NOTE 5: FAIR VALUE MEASUREMENTS (Continued)

The following is a reconciliation of the beginning and ending balances for investments measured at fair value on a recurring basis using significant unobservable inputs (level 3) during the years ended August 31, 2024, and 2023:

	Significant Unobservable Inputs (level 3)	
	2024	2023
Plan Sponsor common stock, beginning of year	\$ 59,324,111	\$ 56,759,749
Net appreciation in fair value of investment	736,900	2,564,362
Plan Sponsor common stock, end of year	<u>\$ 60,061,011</u>	<u>\$ 59,324,111</u>

NOTE 6: RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are shares of stock in the Plan Sponsor and investments managed by the custodian of the Plan's other assets. Fees for certain administrative expenses are paid to service providers which are considered to be parties in interest. These investments and transactions qualify as party-in-interest transactions which are exempt from the prohibited transaction rules of ERISA.

NOTE 7: RISKS AND UNCERTAINTIES

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

NOTE 8: SUBSEQUENT EVENTS

Management evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through June 4, 2025, the date the financial statements were available to be issued, and Plan management has determined that no events have occurred that should be disclosed.

SUPPLEMENTAL INFORMATION

**ASSOCIATED LIGHTING REPRESENTATIVES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN & TRUST
EIN: 94-2176054 / PLAN: 004**

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR
August 31, 2024

(a) Party in Interest	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
<i>Plan Sponsor Common Stock:</i>				
*	Associated Lighting Representatives, Inc.	Common Stock	<u>\$ 3,266,703</u>	<u>\$60,061,011</u>
<i>Mutual Funds:</i>				
	Baird Aggregate Bond Inst	Mutual Fund	\$ 1,094,600	\$ 1,143,973
	Versus Cap Multi-Manager Real Estate	Mutual Fund	739,688	661,618
	Rivernorth Doubleline ST	Mutual Fund	<u>728,527</u>	<u>629,956</u>
	Total Mutual Funds		<u>\$ 2,562,815</u>	<u>\$ 2,435,547</u>
<i>Exchange Traded Funds:</i>				
	Vanguard S&P 500	Exchange Traded Fund	\$ 2,498,674	\$ 4,835,283
	Capital Group International Focus Equity	Exchange Traded Fund	1,817,751	1,861,419
	Ishares Expanded Tech	Exchange Traded Fund	705,085	1,317,603
	Ishares Core U.S. Aggregate Bond	Exchange Traded Fund	1,264,916	1,258,639
	Vanguard Short-Term Treasury Index	Exchange Traded Fund	1,007,703	1,026,653
	Vanguard Mid- Cap Growth Index	Exchange Traded Fund	975,516	996,467
*	Schwab US Mid Cap	Exchange Traded Fund	516,849	977,193
	Vanguard S&P Small Cap	Exchange Traded Fund	443,012	838,794
	Proshares S&P 500 DIV	Exchange Traded Fund	251,867	498,476
	Vanguard Value Index	Exchange Traded Fund	256,141	311,130
*	Schwab Small Cap	Exchange Traded Fund	<u>53,749</u>	<u>102,240</u>
	Total Exchange Traded Funds		<u>\$ 9,791,263</u>	<u>\$14,023,897</u>
<i>Corporate Fixed Income:</i>				
	US Treasury	Treasury Bond		
		2/15/25 - 1.5% Par Value \$5,275,000	\$ 5,196,664	\$ 5,195,875
	JPMorgan Chase	Corporate Bond		
		9/13/24 - 14% Par Value: \$622,000	622,000	704,477
	Royal Bank of Canada	Corporate Bond		
		5/29/25 - 13.9% Par Value: \$318,000	318,006	333,582
	Canadian Imperial	Corporate Bond		
		12/20/24 - 0% Par Value: \$270,000	270,003	301,860
	Toronto Dominion Bank	Corporate Bond		
		6/8/32 - 4.456% Par Value: \$64,000	61,513	62,585
	Walmart, Inc.	Corporate Bond		
		7/8/29 - 3.25% Par Value: \$64,000	71,263	62,201
	AT&T Inc.	Corporate Bond		
		2/15/34 - 5.4% Par Value: \$60,000	60,828	62,151
	Pfizer	Corporate Bond		
		5/19/33 - 4.75% Par Value: \$61,000	61,076	61,521

**ASSOCIATED LIGHTING REPRESENTATIVES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN & TRUST
EIN: 94-2176054 / PLAN: 004**

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR
August 31, 2024
(Continued)

(a) Party in Interest	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
<i>Corporate Fixed Income (Continued):</i>				
	Wells Fargo & Co.	Corporate Bond 4/22/26 - 3.0% Par Value: \$63,000	67,773	61,493
	JPMorgan Chase	Corporate Bond 1/23/25 - 3.125% Par Value: \$62,000	66,641	61,461
	McDonald's Corp	Corporate Bond 7/1/25 - 3.3% Par Value: \$62,000	67,757	61,181
	CitiGroup, Inc.	Corporate Bond 7/24/28 - Variable % Par Value: \$63,000	69,227	61,173
	The Bank of Nov	Corporate Bond 2/2/32 - 2.45% Par Value: \$71,000	68,531	60,907
	Morgan Stanley	Corporate Bond 4/28/26 - Variable % Par Value: \$62,000	64,787	60,855
	The Coca-Cola Co.	Corporate Bond 3/15/31 - 1.375% Par Value: \$73,000	37,635	60,766
	The Goldman Sachs	Corporate Bond 3/15/30 - 3.8% Par Value: \$63,000	70,314	60,469
	UnitedHealth Group	Corporate Bond 5/15/30 - 2.0% Par Value: \$68,000	68,091	59,887
	AbbVie Inc.	Corporate Bond 3/15/34 - 5.05% Par Value: \$58,000	57,793	59,595
	PNC Financial Services Group	Corporate Bond 4/23/29 - 3.45% Par Value: \$60,000	68,649	59,506
	Verizon	Corporate Bond 8/10/33 - 4.5% Par Value: \$61,000	56,961	59,456
	Astrazeneca	Corporate Bond 11/16/25 - 3.375% Par Value: \$60,000	59,740	59,247
	Royal Bank of Canada	Corporate Bond 2/1/33 - 5% Par Value: \$58,000	56,473	59,183
	CVS Health Corp	Corporate Bond 6/1/33 - 5.3% Par Value: \$59,000	59,581	59,138
	Visa, Inc.	Corporate Bond 4/15/30 - 2.05% Par Value: \$66,000	68,009	59,152
	Comcast Corp	Corporate Bond 11/15/32 - 5.5% Par Value: \$56,000	56,624	59,104
	The Home Depot	Corporate Bond 6/15/29 - 2.95% Par Value: \$62,000	67,601	58,587

ASSOCIATED LIGHTING REPRESENTATIVES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN & TRUST
EIN: 94-2176054 / PLAN: 004

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR
August 31, 2024
(Continued)

(a) Party in Interest	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
<i>Corporate Fixed Income (Continued):</i>				
	Bank of America	Corporate Bond 3/5/29 - 3.97 % Par Value: \$60,000	67,636	58,585
	Intel Corp	Corporate Bond 8/12/31 - 2.0% Par Value: \$71,000	69,656	58,198
	PepsiCo, Inc.	Corporate Bond 4/30/25 - 2.75% Par Value: \$59,000	63,832	58,174
	The Walt Disney	Corporate Bond 1/13/31 - 2.65% Par Value: \$64,000	66,632	57,617
	Cigna Corp	Corporate Bond 10/15/28 - 4.375% Par Value: \$58,000	67,097	57,413
	Mastercard, Inc.	Corporate Bond 3/26/27 - 3.3% Par Value: \$58,000	64,709	56,768
	Elevance Health, Inc.	Corporate Bond 12/01/27 - 3.65% Par Value \$58,000	65,298	56,630
	American Express	Corporate Bond 5/3/27 - 3.3% Par Value: \$56,000	63,011	54,397
	American Express	Corporate Bond 5/3/27 - 3.3% Par Value: \$6,000	5,691	5,827
	Total Corporate Fixed Income		<u>\$ 8,327,102</u>	<u>\$ 8,329,021</u>
<i>Interest Bearing Cash:</i>				
*	Charles Schwab	Interest Bearing Cash	<u>\$ 208,204</u>	<u>\$ 208,204</u>
<i>Non-Interest Bearing Cash:</i>				
*	City National Bank	Non-Interest Bearing Cash	<u>\$ 4,792</u>	<u>\$ 4,792</u>
	Total Assets Held at End of Year		<u>\$24,160,879</u>	<u>\$85,062,472</u>
* <i>Party-in-interest</i>				



Campbell Taylor Washburn
Certified Public Accountants & Consultants

The Path Forward

**ASSOCIATED LIGHTING REPRESENTATIVES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN & TRUST
EIN: 94-2176054 / PLAN: 004**

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR
August 31, 2024

(a) Party in Interest	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
<i>Plan Sponsor Common Stock:</i>				
*	Associated Lighting Representatives, Inc.	Common Stock	<u>\$ 3,266,703</u>	<u>\$60,061,011</u>
<i>Mutual Funds:</i>				
	Baird Aggregate Bond Inst	Mutual Fund	\$ 1,094,600	\$ 1,143,973
	Versus Cap Multi-Manager Real Estate	Mutual Fund	739,688	661,618
	Rivernorth Doubleline ST	Mutual Fund	<u>728,527</u>	<u>629,956</u>
	Total Mutual Funds		<u>\$ 2,562,815</u>	<u>\$ 2,435,547</u>
<i>Exchange Traded Funds:</i>				
	Vanguard S&P 500	Exchange Traded Fund	\$ 2,498,674	\$ 4,835,283
	Capital Group International Focus Equity	Exchange Traded Fund	1,817,751	1,861,419
	Ishares Expanded Tech	Exchange Traded Fund	705,085	1,317,603
	Ishares Core U.S. Aggregate Bond	Exchange Traded Fund	1,264,916	1,258,639
	Vanguard Short-Term Treasury Index	Exchange Traded Fund	1,007,703	1,026,653
	Vanguard Mid- Cap Growth Index	Exchange Traded Fund	975,516	996,467
*	Schwab US Mid Cap	Exchange Traded Fund	516,849	977,193
	Vanguard S&P Small Cap	Exchange Traded Fund	443,012	838,794
	Proshares S&P 500 DIV	Exchange Traded Fund	251,867	498,476
	Vanguard Value Index	Exchange Traded Fund	256,141	311,130
*	Schwab Small Cap	Exchange Traded Fund	<u>53,749</u>	<u>102,240</u>
	Total Exchange Traded Funds		<u>\$ 9,791,263</u>	<u>\$14,023,897</u>
<i>Corporate Fixed Income:</i>				
	US Treasury	Treasury Bond		
		2/15/25 - 1.5% Par Value \$5,275,000	\$ 5,196,664	\$ 5,195,875
	JPMorgan Chase	Corporate Bond		
		9/13/24 - 14% Par Value: \$622,000	622,000	704,477
	Royal Bank of Canada	Corporate Bond		
		5/29/25 - 13.9% Par Value: \$318,000	318,006	333,582
	Canadian Imperial	Corporate Bond		
		12/20/24 - 0% Par Value: \$270,000	270,003	301,860
	Toronto Dominion Bank	Corporate Bond		
		6/8/32 - 4.456% Par Value: \$64,000	61,513	62,585
	Walmart, Inc.	Corporate Bond		
		7/8/29 - 3.25% Par Value: \$64,000	71,263	62,201
	AT&T Inc.	Corporate Bond		
		2/15/34 - 5.4% Par Value: \$60,000	60,828	62,151
	Pfizer	Corporate Bond		
		5/19/33 - 4.75% Par Value: \$61,000	61,076	61,521

**ASSOCIATED LIGHTING REPRESENTATIVES, INC.
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SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD AT END OF YEAR
August 31, 2024
(Continued)

(a) Party in Interest	(b) Identity of Issuer, Borrower, Lessor, or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
<i>Corporate Fixed Income (Continued):</i>				
	Wells Fargo & Co.	Corporate Bond 4/22/26 - 3.0% Par Value: \$63,000	67,773	61,493
	JPMorgan Chase	Corporate Bond 1/23/25 - 3.125% Par Value: \$62,000	66,641	61,461
	McDonald's Corp	Corporate Bond 7/1/25 - 3.3% Par Value: \$62,000	67,757	61,181
	CitiGroup, Inc.	Corporate Bond 7/24/28 - Variable % Par Value: \$63,000	69,227	61,173
	The Bank of Nov	Corporate Bond 2/2/32 - 2.45% Par Value: \$71,000	68,531	60,907
	Morgan Stanley	Corporate Bond 4/28/26 - Variable % Par Value: \$62,000	64,787	60,855
	The Coca-Cola Co.	Corporate Bond 3/15/31 - 1.375% Par Value: \$73,000	37,635	60,766
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