

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

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.

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: a multiemployer plan, a multiple-employer plan, a single-employer plan, a DFE, etc.
B This return/report is: the first return/report, the final return/report, an amended return/report, a short plan year return/report, etc.
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, etc.
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: ALSCO 401(K) SAVINGS PLAN
1b Three-digit plan number (PN): 002
1c Effective date of plan: 07/01/1993
2a Plan sponsor's name (employer, if for a single-employer plan): ALSCO INC.
2b Employer Identification Number (EIN): 87-0252999
2c Plan Sponsor's telephone number: 801-328-8831
2d Business code (see instructions): 812330

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.

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> 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: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	5767
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	4222
	<b>6a(2)</b>	5380
	<b>6b</b>	30
	<b>6c</b>	1531
	<b>6d</b>	6941
	<b>6e</b>	0
	<b>6f</b>	6941
	<b>6g(1)</b>	5627
	<b>6g(2)</b>	6293
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

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

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

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> 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)

<b>a Pension Schedules</b>	<b>b General Schedules</b>
(1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information)
(2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan)
(3) <input type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> <b>A</b> (Insurance Information) – Number Attached <u>0</u>
(4) <input type="checkbox"/> <b>DCG</b> (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information)
(5) <input type="checkbox"/> <b>MEP</b> (Multiple-Employer Retirement Plan Information)	(5) <input checked="" type="checkbox"/> <b>D</b> (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> <b>G</b> (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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 \_\_\_\_\_

---

<b>SCHEDULE C</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Service Provider Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
--	--	---

For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan <b>ALSCO 401(K) SAVINGS PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>002</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>ALSCO INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>87-0252999</b>	

**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

**FIDELITY INVESTMENTS INSTITUTIONAL**

**04-2647786**

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

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

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

---

---

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

---

---

---

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

---

---

---

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

---

---

---

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

---

---

---

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

---

---

---

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

---

---

---

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

---

---

---

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

---

**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)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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?
37 60 64 65	RECORDKEEPER	261126	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

STRATEGIC ADVISORS, INC.

04-2654524

(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	ADVISOR	95189	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input 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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BAIRD CORE PLUS INST - US BANCORP  39-0281260	0.02%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BAIRD SH TM BOND IS - US BANCORP F  39-0281260	0.02%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BLK RK MIDCAP GRTH IS - BNY MELLON 500 ROSS STREET PITTSBURGH, PA 53442	0.25%	

**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.

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

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

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

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

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

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

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

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE D</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>	<b>DFE/Participating Plan Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <hr/> <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
---	--	--

For calendar plan year 2024 or fiscal plan year beginning <u>01/01/2024</u> and ending <u>12/31/2024</u>	
<b>A</b> Name of plan <u>ALSCO 401(K) SAVINGS PLAN</u>	<b>B</b> Three-digit plan number (PN) <span style="float: right;">▶</span> <u>002</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>ALSCO INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>87-0252999</u>

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
---------------	--

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>FID FRDM INX 2005 S</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>FIAM TRUST COMPANY</u>		
<b>c</b> EIN-PN <u>20-4659714-075</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>FID CONTRA POOL CL A</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>FIDELITY MANAGEMENT TRUST COMPANY</u>		
<b>c</b> EIN-PN <u>04-3022712-133</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>67333491</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>FID FRDM INX 2040 S</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>FIAM TRUST COMPANY</u>		
<b>c</b> EIN-PN <u>20-4659714-082</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>17816774</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>FID FRDM INX 2055 S</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>FIAM TRUST COMPANY</u>		
<b>c</b> EIN-PN <u>20-4659714-112</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>11544495</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>FID FRDM INX 2025 S</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>FIAM TRUST COMPANY</u>		
<b>c</b> EIN-PN <u>20-4659714-079</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>17936255</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>FID FRDM INX 2060 S</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>FIAM TRUST COMPANY</u>		
<b>c</b> EIN-PN <u>20-4659714-146</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>5666932</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>FID FRDM INX INC S</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>FIAM TRUST COMPANY</u>		
<b>c</b> EIN-PN <u>20-4659714-074</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>510302</u>

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2020 S		
<b>b</b> Name of sponsor of entity listed in (a): FIAM TRUST COMPANY		
<b>c</b> EIN-PN 20-4659714-078	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5850876
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2045 S		
<b>b</b> Name of sponsor of entity listed in (a): FIAM TRUST COMPANY		
<b>c</b> EIN-PN 20-4659714-083	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 17164606
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2010 S		
<b>b</b> Name of sponsor of entity listed in (a): FIAM TRUST COMPANY		
<b>c</b> EIN-PN 20-4659714-076	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1063724
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2015 S		
<b>b</b> Name of sponsor of entity listed in (a): FIAM TRUST COMPANY		
<b>c</b> EIN-PN 20-4659714-077	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1000444
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2050 S		
<b>b</b> Name of sponsor of entity listed in (a): FIAM TRUST COMPANY		
<b>c</b> EIN-PN 20-4659714-084	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 13832051
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: SP 500 INDEX PL CL C		
<b>b</b> Name of sponsor of entity listed in (a): GEODE CAPITAL MANAGEMENT TRUST		
<b>c</b> EIN-PN 82-6293122-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 51135114
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2035 S		
<b>b</b> Name of sponsor of entity listed in (a): FIAM TRUST COMPANY		
<b>c</b> EIN-PN 20-4659714-081	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 19537938
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2065 S		
<b>b</b> Name of sponsor of entity listed in (a): FIAM TRUST COMPANY		
<b>c</b> EIN-PN 20-4659714-169	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2507497
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FID FRDM INX 2030 S		
<b>b</b> Name of sponsor of entity listed in (a): FIAM TRUST COMPANY		
<b>c</b> EIN-PN 20-4659714-080	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 27960893
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: SP MID CAP IDX CL C		
<b>b</b> Name of sponsor of entity listed in (a): GEODE CAPITAL MANAGEMENT, LLC		
<b>c</b> EIN-PN 82-6293122-013	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1093663

**a** Name of MTIA, CCT, PSA, or 103-12 IE: SP SMALL CP IND CL C

**b** Name of sponsor of entity listed in (a): GEODE CAPITAL MANAGEMENT, LLC

<b>c</b> EIN-PN 82-6293122-009	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3911388
--------------------------------	------------------------	---

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---



<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  ▶ <b>File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
--	--	---

For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan ALSCO 401(K) SAVINGS PLAN	<b>B</b> Three-digit plan number (PN) ▶ <b>002</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 ALSCO INC.	<b>D</b> Employer Identification Number (EIN) 87-0252999

<b>Part I</b>	<b>Asset and Liability Statement</b>
---------------	--------------------------------------

**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
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	0	0
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	0	0
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	0	0
<b>(3)</b> Other .....	<b>1b(3)</b>	0	0
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	13172801	14594901
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	0	0
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>	0	0
<b>(B)</b> All other .....	<b>1c(3)(B)</b>	0	0
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>	0	0
<b>(B)</b> Common .....	<b>1c(4)(B)</b>	0	0
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>	0	0
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>	0	0
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>	0	0
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	1966929	2401262
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	181547820	265866443
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	0	0
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>	0	0
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>	0	0
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	109683775	62962930
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>	0	0
<b>(15)</b> Other .....	<b>1c(15)</b>	0	0

<b>1d</b> Employer-related investments:		<b>(a)</b> Beginning of Year	<b>(b)</b> End of Year
(1) Employer securities.....	<b>1d(1)</b>	0	0
(2) Employer real property.....	<b>1d(2)</b>	0	0
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>	0	0
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	306371325	345825536
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>	0	0
<b>h</b> Operating payables.....	<b>1h</b>	0	0
<b>i</b> Acquisition indebtedness.....	<b>1i</b>	0	0
<b>j</b> Other liabilities.....	<b>1j</b>	0	0
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	0	0
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	306371325	345825536

**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.

<b>Income</b>		<b>(a)</b> Amount	<b>(b)</b> Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	12743515	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	17249035	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>	2071678	
(2) Noncash contributions.....	<b>2a(2)</b>	0	32064228
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>	671654	833816
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>	0	
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>	0	
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>	0	
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>	162162	
<b>(F)</b> Other.....	<b>2b(1)(F)</b>	0	
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		
<b>(2) Dividends: (A) Preferred stock.....</b>	<b>2b(2)(A)</b>	0	5312670
<b>(B) Common stock.....</b>	<b>2b(2)(B)</b>	0	
<b>(C) Registered investment company shares (e.g. mutual funds).....</b>	<b>2b(2)(C)</b>	5312670	
<b>(D) Total dividends. Add lines 2b(2)(A), (B), and (C)</b> .....	<b>2b(2)(D)</b>		
<b>(3) Rents.....</b>	<b>2b(3)</b>		0
<b>(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....</b>	<b>2b(4)(A)</b>	0	0
<b>(B) Aggregate carrying amount (see instructions).....</b>	<b>2b(4)(B)</b>	0	
<b>(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....</b>	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....</b>	<b>2b(5)(A)</b>	0	0
<b>(B) Other.....</b>	<b>2b(5)(B)</b>	0	
<b>(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....</b>	<b>2b(5)(C)</b>		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	2b(6)	37613304
(7) Net investment gain (loss) from pooled separate accounts .....	2b(7)	0
(8) Net investment gain (loss) from master trust investment accounts .....	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities .....	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	2b(10)	6361264
<b>c</b> Other income .....	2c	0
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	2d	82185282

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers .....	2e(1)	42375409
(2) To insurance carriers for the provision of benefits .....	2e(2)	0
(3) Other .....	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3) .....	2e(4)	42375409
<b>f</b> Corrective distributions (see instructions) .....	2f	1078
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	2g	-1731
<b>h</b> Interest expense .....	2h	0
<b>i</b> Administrative expenses:		
(1) Salaries and allowances .....	2i(1)	0
(2) Contract administrator fees .....	2i(2)	600
(3) Recordkeeping fees .....	2i(3)	260526
(4) IQPA audit fees .....	2i(4)	0
(5) Investment advisory and investment management fees .....	2i(5)	95189
(6) Bank or trust company trustee/custodial fees .....	2i(6)	0
(7) Actuarial fees .....	2i(7)	0
(8) Legal fees .....	2i(8)	0
(9) Valuation/appraisal fees .....	2i(9)	0
(10) Other trustee fees and expenses .....	2i(10)	0
(11) Other expenses .....	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11) .....	2i(12)	356315
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	2j	42731071

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line 2j from line 2d .....	2k	39454211
<b>l</b> Transfers of assets:		
(1) To this plan .....	2l(1)	0
(2) From this plan .....	2l(2)	0

**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: GRANT THORNTON

(2) EIN: 36-6055558

**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
<b>a</b> 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>b</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	
<b>c</b> 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	
<b>d</b> 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	
<b>e</b> Was this plan covered by a fidelity bond?	X		500000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> 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	
<b>h</b> 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	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> 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	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?	X		1197
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
<b>n</b> 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.		X	

**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.)

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> 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 \_\_\_\_\_.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
--	---	---

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>ALSCO 401(K) SAVINGS PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>002</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>ALSCO INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>87-0252999</u>	

<b>Part I</b>	<b>Distributions</b>
---------------	----------------------

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

<b>1</b> Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	
<b>2</b> 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>04-6568107</u>		
<b>Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.</b>		
<b>3</b> Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....	3	

<b>Part II</b>	<b>Funding Information</b> (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.)
----------------	---

<b>4</b> 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
<b>If the plan is a defined benefit plan, go to line 8.</b>			
<b>5</b> 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. <b>Date:</b> Month _____ Day _____ Year _____ <b>If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.</b>			
<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	6a		
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	6b		
<b>c</b> 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		
<b>If you completed line 6c, skip lines 8 and 9.</b>			
<b>7</b> 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
<b>8</b> 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

<b>Part III</b>	<b>Amendments</b>
-----------------	-------------------

<b>9</b> 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
--	-----------------------------------	-----------------------------------	-------------------------------	-----------------------------

<b>Part IV</b>	<b>ESOPs</b> (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.
----------------	---

<b>10</b> Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>11 a</b> Does the ESOP hold any preferred stock? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>b</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
<b>12</b> Does the ESOP hold any stock that is not readily tradable on an established securities market? .....	<input 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:

<b>a</b> 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).....	<b>14a</b>	
<b>b</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).....	<b>14b</b>	
<b>c</b> 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).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

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

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

**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 Q702438A.



**ALSCO 401(k) SAVINGS PLAN**

**FINANCIAL STATEMENTS  
AND SUPPLEMENTAL SCHEDULE**

**DECEMBER 31, 2024 AND 2023, AND THE  
YEAR ENDED DECEMBER 31, 2024**

**(WITH INDEPENDENT AUDITORS' REPORT THEREON)**

# ALSCO 401(k) SAVINGS PLAN

## Table of Contents

	<b>Page</b>
<b>Report of Independent Certified Public Accountant .....</b>	<b>1</b>
<b>Financial Statements</b>	
Statements of Net Assets Available for Benefits – December 31, 2024 and 2023 .....	5
Statement of Changes in Net Assets Available for Benefits – Year Ended December 31, 2024 .....	6
Notes to Financial Statements .....	7
<b>Supplemental Schedule</b>	
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year) – December 31, 2024 .....	15

---

**GRANT THORNTON LLP**

500 108th Ave NE, Suite 2500  
Bellevue, WA 98004

**D** +1 425 284 4454

**F** +1 206 374 2906

**REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS**

Plan Administrator and Trustee  
Alsco 401(k) Savings Plan

**Scope and nature of the ERISA Section 103(a)(3)(C) audit**

We have performed audits of the financial statements of Alsco 401(k) Savings Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 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 the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our 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 of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

**Opinion**

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

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

**Responsibilities of management for the financial statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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 the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

**Auditor's responsibilities for the audit of the financial statements**

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US 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 US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures

responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of 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 schedule required by ERISA**

The supplemental schedule of assets (held at end of year) as of December 31, 2024 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 supplementary information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures. These additional procedures included 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 US GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

*Grant Thornton LLP*

Bellevue, Washington  
August 15, 2025

**ALSCO 401(k) SAVINGS PLAN**

**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
INVESTMENTS, at fair value		
Mutual funds	\$ 62,962,930	\$ 109,683,775
Common/collective trusts	265,866,443	181,547,820
Money market fund	14,594,901	13,172,801
Total investments at fair value	<u>343,424,274</u>	<u>304,404,396</u>
RECEIVABLES		
Notes receivable from participants	2,401,262	1,966,929
Total receivables	<u>2,401,262</u>	<u>1,966,929</u>
TOTAL ASSETS	345,825,536	306,371,325
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 345,825,536</u>	<u>\$ 306,371,325</u>

See accompanying notes to financial statements.

## ALSCO 401(k) SAVINGS PLAN

### STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year Ended December 31, 2024

#### ADDITIONS TO (DEDUCTIONS FROM) NET ASSETS ATTRIBUTED TO

Investment income	
Interest and dividend income	\$ 5,984,324
Net appreciation in fair value of investments	<u>43,974,568</u>
Total investment income	49,958,892
Interest income on notes receivable from participants	<u>162,162</u>
Contributions	
Employee	17,249,035
Employer	12,743,515
Rollover	<u>2,071,678</u>
Total contributions	32,064,228
Benefits paid to participants	(42,374,756)
Administrative expenses	<u>(356,315)</u>
Total deductions	<u>(42,731,071)</u>
NET INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	39,454,211
NET ASSETS AVAILABLE FOR BENEFITS, BEGINNING OF YEAR	<u>306,371,325</u>
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	<u>\$ 345,825,536</u>

See accompanying notes to financial statements.

## ALSCO 401(k) SAVINGS PLAN

### NOTES TO FINANCIAL STATEMENTS

#### ( 1 ) Description of the Plan

The following description of the AlSCO 401(k) Savings Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

##### (a) *General*

The Plan was established on July 1, 1993, and is a defined contribution plan covering all full-time, nonunion employees of AlSCO Inc. (the "Company" or "Plan Sponsor") who have completed 30 days of service and are age 18 or older. Certain union employees also participate in the Plan. The Plan is designed to qualify under Sections 401(a) and 401(k) of the Internal Revenue Code (the "Code"), as amended, and is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended. The Company is the Plan's sponsor and serves as the Plan administrator.

The Plan's Investment Committee is responsible for oversight of the Plan. The Investment Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance.

The Plan has arranged for Fidelity Management Trust Company ("Fidelity" or "Trustee") to serve as trustee, and Fidelity Workplace Services, LLC (the "Record Keeper") to provide record keeping services for the Plan.

##### (b) *Contributions*

Each year, Plan participants may generally contribute up to 75% of their pre-tax annual compensation subject to the maximum amount allowable by the Internal Revenue Service ("IRS") (\$23,000 for participants to age 50 and \$30,500 for participants over 50 years of age for the year ended December 31, 2024). The Plan allows participants to make ROTH 401(k) contributions as an alternative to traditional pre-tax contributions. Participants may also contribute amounts representing distributions from other tax qualified retirement plans (rollover). The Company matches 25% of participants' contributions up to 6% of their annual compensation. Employer matching contributions are made each pay period, with a true-up contribution at year-end. The Company also contributes a discretionary non-elective profit-sharing contribution to each eligible participant's account at the end of each calendar year, which is equal to 4% of the participant's annual compensation. An additional employer contribution of up to 4%, subject to IRS non-discrimination requirements, is contributed to eligible participants who have compensation in excess of a specified amount at the end of each calendar year. These year-end contributions are included in employer contributions in the statement of changes in net assets available for benefits for the year ended December 31, 2024.

All eligible employees are automatically enrolled in the Plan with an initial elective deferral of 3% of pay and an automatic 1% annual increase in deferral amount up to 10% of pay. Participants may elect a different deferral percentage, including opting out of automatic enrollment or deferral increases.

**ALSCO 401(k) SAVINGS PLAN**  
**NOTES TO FINANCIAL STATEMENTS**

**( 1 ) Description of the Plan (continued)**

**(c) *Participant accounts***

Each participant's account is credited with the participant's contributions and with the participant's share of (a) the Company's matching contributions, (b) plan earnings and losses, and (c) the Company's discretionary 4% year-end profit-sharing contribution. Allocations are based on participants' earnings or account balances, as defined in the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

**(d) *Investment options***

Upon enrollment in the Plan, a participant may direct their contributions in any of the investments offered by the Plan as approved by the Investment Committee and listed in the accompanying supplemental schedule of assets (held at end of year). Participants may change their investment options with respect to future contributions made on their behalf, or make transfers between funds on a daily basis by contacting the Record Keeper.

**(e) *Vesting***

Participants are immediately vested in their voluntary contributions, earnings thereon, and rollover contributions. Participants vest in employer matching and employer discretionary contributions based on years of credited service. A participant is 100% vested after two years of credited service.

Participants also become 100% vested when the participant reaches early retirement age (55), incurs a disability as defined by the Plan, or upon death.

**(f) *Payment of benefits***

Participants are entitled to their vested interest of their Plan account through a distribution of benefits at the date of retirement, death, disability, termination, or other qualifying withdrawal. A participant may elect to receive (a) a single lump-sum payment, (b) systematic installment payments, or (c) other optional forms of benefits. Partial withdrawals from the Plan are not allowed. If the participant's vested balance is \$1,000 or less, a distribution payment will be made as a single lump sum upon termination. If the participant's vested balance is greater than \$1,000, but \$7,000 or less, the Plan provides that an IRA may be opened in the participant's name at Fidelity and the vested balance will be distributed to the IRA.

**(g) *Forfeited accounts***

In the event that participants are terminated prior to their full vesting in the Plan, non-vested account balances are forfeited. Forfeitures may be used to pay Plan expenses or fund Company matching and discretionary contributions in ensuing years. At December 31, 2024 and 2023, forfeited non-vested accounts totaled \$48,041 and \$31,930, respectively. During the year ended December 31, 2024, the Company used forfeitures of \$1,123,890 to fund Company contributions and \$27,140 to pay Plan expenses.

**ALSCO 401(k) SAVINGS PLAN**  
**NOTES TO FINANCIAL STATEMENTS**

**( 1 ) Description of the Plan (continued)**

**(h) *Notes receivable from participants***

A participant who is an active employee and qualifies for a hardship withdrawal as defined in the Plan, may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. Loans are secured by the balance in the participant's account. The maximum term on loans is five years. For participants using loan proceeds for the purchase of a principal residence, the maximum loan term is 10 years. Participants may only have one loan outstanding at a time. Loan repayments are made through weekly or semi-monthly payroll deductions and loan payoffs may be made directly by the participant without penalty. Interest on loans accrues at the prime rate plus 1% at the date the loan is taken. As of December 31, 2024, the interest rates for all outstanding participant loans ranged from 4.25% to 9.50%. Notes receivable from participants are deemed distributions after 90 days of delinquency.

**(i) *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 would become 100% vested in their employer matching contributions and discretionary nonelective contributions.

**(j) *Hardship withdrawals***

Under certain conditions, participants, while still employed by the Company, are permitted to withdraw, in a single sum, the employee contribution portion of their account balance. These conditions include unreimbursed medical expenses, the purchase of a principal residence, the payment of postsecondary education tuition, funeral expenses, repair of catastrophic damage of a primary residence, to prevent eviction from or foreclosure on a principal residence, or loss related to Federal Emergency Management Agency declared natural disasters.

**( 2 ) Summary of Significant Accounting Policies**

The following are the significant accounting policies followed by the Plan:

**(a) *Basis of accounting***

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

**(b) *Use of estimates***

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

**ALSCO 401(k) SAVINGS PLAN**  
**NOTES TO FINANCIAL STATEMENTS**

**( 2 ) Summary of Significant Accounting Policies (continued)**

**(c) *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's Investment Committee determines the Plan's valuation policies utilizing information provided by the Trustee. See Note 4 for discussion of fair value measurements.

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

**(d) *Administrative expenses***

Certain expenses of the Plan are paid by the Company and are not included in the statement of changes in net assets available for benefits. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Fees related to investment advisory services and record keeping fees are included in administrative expenses. Other investment related expenses are included in net appreciation in fair value of investments.

**(e) *Notes receivable from participants***

Participant loans are classified as notes receivable from participants and are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged to the participant's account as administrative expenses and are expensed when they are incurred.

**(f) *Contributions***

Participant contributions and Company matching contributions are recorded in the period during which the Company makes payroll deductions from the Plan participants' earnings. Company discretionary contributions are recorded in the period the contribution is approved by the Company.

**(g) *Payment of benefits***

Benefit payments to participants are recorded when paid.

## ALSCO 401(k) SAVINGS PLAN

### NOTES TO FINANCIAL STATEMENTS

#### ( 3 ) Information Certified by the Trustee

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified that the following data included in the accompanying financial statements and supplemental schedule of assets (held at end of year) is complete and accurate with respect to investments and notes receivable from participants as of December 31, 2024 and 2023, and for the year ended December 31, 2024:

- (a) Investments
- (b) Notes receivable from participants
- (c) Interest income on notes receivable from participants
- (d) Interest and dividends
- (e) Net appreciation in fair value of investments
- (f) Schedule of assets (held at end of year)

#### ( 4 ) Fair Value Measurements

The Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820, *Fair Value Measurement*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 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 below:

- Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2: Inputs to the valuation methodology include quoted prices for similar assets and liabilities in active markets; quoted prices for identical or similar assets and liabilities in active markets; inputs other than quoted market prices that are observable for the asset or liability; and 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

## ALSCO 401(k) SAVINGS PLAN

### NOTES TO FINANCIAL STATEMENTS

#### ( 4 ) 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 as of December 31, 2024 and 2023.

*Common/collective trusts:* Valued at the Net Asset Value (“NAV”) of units of the collective investment trust. The NAV, as reported by the Trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the account less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective investment trust, the investment advisor reserves the right to temporarily delay withdrawal from the account in order to ensure that securities liquidations will be carried out in an orderly business manner. Each common/collective trust provides for daily redemption at the reported net asset value per share with no advanced notice. There were no unfunded commitments as of December 31, 2024.

*Money market fund:* Valued at the closing price as reported by the fund. The money market fund held by the Plan is an open-ended mutual fund that is registered with the Securities and Exchange Commission. The fund is required to publish its daily NAV and to transact at that price. The money market fund held by the Plan is deemed to be actively traded.

*Registered investment companies (mutual funds):* Valued at the daily closing price as reported by the registered investment companies. The funds held by the Plan are open-ended funds that are registered with the Securities and Exchange Commission. The funds are required to publish their daily NAV and to transact at that price. The funds held by the Plan are deemed to be actively 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. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan’s assets at fair value as of December 31, 2024 and 2023:

	<b>Investments at Fair Value as of December 31, 2024</b>			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 62,962,930	\$ -	\$ -	\$ 62,962,930
Money market funds	14,594,901	-	-	14,594,901
Total investments in the fair value hierarchy	77,557,831	-	-	77,557,831
Investments measured at NAV practical expedient <sup>(a)</sup>				265,866,443
Total investments at fair value				343,424,274

## ALSCO 401(k) SAVINGS PLAN

### NOTES TO FINANCIAL STATEMENTS

#### ( 4 ) Fair Value Measurements (continued)

	<b>Investments at Fair Value as of December 31, 2023</b>			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 109,683,775	\$ -	\$ -	\$ 109,683,775
Money market funds	13,172,801	-	-	13,172,801
Total investments in the fair value hierarchy	122,856,576	-	-	122,856,576
Investments measured at NAV practical expedient <sup>(a)</sup>				181,547,820
Total investments at fair value				304,404,396

(a) In accordance with ASC 820, certain investments that are measured at fair value using net asset value (NAV) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

**Investments measured using the net asset value per share practical expedient** – The following table summarizes investments for which fair value is based on NAV per share practical expedient as of December 31, 2024 and 2023, respectively.

<b>Investments</b>	<b>Fair Value 2024</b>	<b>Fair Value 2023</b>
Collective investment trusts	\$ 265,866,443	\$ 181,547,820
Total	\$ 265,866,443	\$ 181,547,820

#### ( 5 ) Tax Status

The Plan has adopted a pre-approved defined contribution profit sharing plan for which the IRS issued an opinion letter dated June 30, 2020, stating the plan is acceptable for use by employers for the benefit of their employees under Internal Revenue Code (“IRC”) Section 401. The Plan Investment Committee and Plan administrator believe that the Plan and related trust are being operated in compliance with the applicable requirements of the IRC.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of an asset or liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

## ALSCO 401(k) SAVINGS PLAN

### NOTES TO FINANCIAL STATEMENTS

#### ( 6 ) Party-in-Interest and Related-Party Transactions

Certain Plan investments are accounts managed by the Plan's trustee. Fidelity Management Trust Company is the trustee of the Plan and, therefore, the transactions qualify as party-in-interest transactions. Fees incurred by the Plan for investment management services are included in net appreciation in fair value of investments as they are paid through revenue sharing, rather than a direct payment.

Fidelity Workplace Services, LLC is the record keeper for the Plan and, therefore, the transactions qualify as party-in-interest transactions. Fees incurred by the Plan for record keeping services are included in administrative expenses.

Administrative expenses paid from the Plan assets directly to parties-in-interest include the items described below for the year ended December 31, 2024. The Plan sponsor pays directly any other fees related to the Plan's operations.

Investment advisory fees	\$	95,189
Trustee/record keeping fees		261,126
Total administrative expenses	\$	<u>356,315</u>

Additionally, the Plan issues loans to participants, which are secured by the balances in the participant's accounts. Administrative and record keeping fees incurred by the Plan to Fidelity were offset by revenue credits totaling \$134,741 during the year ended December 31, 2024.

#### ( 7 ) Risk and Uncertainties

The Plan invests in various investment 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 statements of net assets available for benefits.

As of December 31, 2024 and 2023, approximately 34% and 33%, respectively, of the Plan's investments were invested in two investment options, which individually represented greater than 10% of the Plan's investments.

#### ( 8 ) Subsequent Events

The Plan has evaluated all events through August 15, 2025, which is the date the financial statements were available to be issued.

Effective January 1, 2025, the Plan was amended to remove the 30-day service requirement for eligibility and to allow in-service partial distributions for participants over age 59.5.

**SUPPLEMENTAL SCHEDULE**

**ALSCO 401(k) SAVINGS PLAN**  
**EIN: 87-252999**  
**Plan #002**

**Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)**

December 31, 2024

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
	Mutual funds:			
*	Fidelity Investments	Puritan Fund	**	\$ 12,617,539
*	Fidelity Investments	Low-Priced Stock Fund	**	11,011,397
	Vanguard	Total International Stock Index Fund I	**	8,644,811
	Baird	Core Plus Bond Fund Institutional	**	7,563,435
*	Fidelity Investments	US Bond Index Fund	**	6,678,161
	Dodge & Cox	Stock Fund Class X	**	5,184,345
	American Funds	New World Fund R-6	**	2,686,714
	Baird	Short-Term Bond Fund Institutional	**	2,361,415
	J.P. Morgan	Undiscovered Managers Behavior Value Fund R6	**	2,273,505
	Janus Henderson	J H Enterprise N	**	1,874,618
	T. Rowe Price	US Small-Cap Growth Equity Fund I	**	1,422,433
	Putnam	High Yield Fund R6	**	322,764
	Lord Abbott	Bond Debenture Fund R6	**	295,824
	Dodge & Cox	Global Bond Fund Class X	**	25,969
		Total mutual funds		<u>62,962,930</u>
	Common/collective trust:			
*	Fidelity Investments	FID Contrafund Commingled Pool A	**	67,333,491
	Geode Capital	SP 500 Index Pool C	**	51,135,114
*	Fidelity Investments	FID Freedom Index 2030 Fund S	**	27,960,893
*	Fidelity Investments	FID Freedom Index 2035 Fund S	**	19,537,938
*	Fidelity Investments	FID Freedom Index 2025 Fund S	**	17,936,254
*	Fidelity Investments	FID Freedom Index 2040 Fund S	**	17,816,774
*	Fidelity Investments	FID Freedom Index 2045 Fund S	**	17,164,606
*	Fidelity Investments	FID Freedom Index 2050 Fund S	**	13,832,051
*	Fidelity Investments	FID Freedom Index 2055 Fund S	**	11,544,495
*	Fidelity Investments	FID Freedom Index 2020 Fund S	**	5,850,877
*	Fidelity Investments	FID Freedom Index 2060 Fund S	**	5,666,932
*	Geode Capital	SP Small-Cap Index Pool C	**	3,911,388
*	Fidelity Investments	FID Freedom Index 2065 Fund S	**	2,507,497
*	Geode Capital	SP Mid-Cap Index Pool C	**	1,093,663
*	Fidelity Investments	FID Freedom Index 2010 Fund S	**	1,063,724
*	Fidelity Investments	FID Freedom Index 2015 Fund S	**	1,000,444
*	Fidelity Investments	FID Freedom Index Income Fund S	**	510,302
		Total common/collective trusts		<u>265,866,443</u>
	Money market fund:			
*	Fidelity Investments	Money Market Government Portfolio Class I	**	14,594,901
*	Participants	Participant loans with interest rates from 4.25% to 9.50% maturing between January 2025 and January 2035	-0-	2,401,262
		Total		<u>\$ 345,825,536</u>

\* Denotes party in interest

\*\* Cost information is not applicable for participant directed investments



**ALSCO 401(k) SAVINGS PLAN**

**FINANCIAL STATEMENTS  
AND SUPPLEMENTAL SCHEDULE**

**DECEMBER 31, 2024 AND 2023, AND THE  
YEAR ENDED DECEMBER 31, 2024**

**(WITH INDEPENDENT AUDITORS' REPORT THEREON)**

# ALSCO 401(k) SAVINGS PLAN

## Table of Contents

	<b>Page</b>
<b>Report of Independent Certified Public Accountant .....</b>	<b>1</b>
<b>Financial Statements</b>	
Statements of Net Assets Available for Benefits – December 31, 2024 and 2023 .....	5
Statement of Changes in Net Assets Available for Benefits – Year Ended December 31, 2024 .....	6
Notes to Financial Statements .....	7
<b>Supplemental Schedule</b>	
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year) – December 31, 2024 .....	15

---

**GRANT THORNTON LLP**

500 108th Ave NE, Suite 2500  
Bellevue, WA 98004

**D** +1 425 284 4454

**F** +1 206 374 2906

**REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS**

Plan Administrator and Trustee  
Alsco 401(k) Savings Plan

**Scope and nature of the ERISA Section 103(a)(3)(C) audit**

We have performed audits of the financial statements of Alsco 401(k) Savings Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 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 the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our 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 of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

**Opinion**

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

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

**Responsibilities of management for the financial statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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 the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

**Auditor's responsibilities for the audit of the financial statements**

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with US 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 US GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures

responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of 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 schedule required by ERISA**

The supplemental schedule of assets (held at end of year) as of December 31, 2024 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 supplementary information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures. These additional procedures included 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 US GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

*Grant Thornton LLP*

Bellevue, Washington  
August 15, 2025

**ALSCO 401(k) SAVINGS PLAN**

**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
INVESTMENTS, at fair value		
Mutual funds	\$ 62,962,930	\$ 109,683,775
Common/collective trusts	265,866,443	181,547,820
Money market fund	14,594,901	13,172,801
Total investments at fair value	<u>343,424,274</u>	<u>304,404,396</u>
RECEIVABLES		
Notes receivable from participants	2,401,262	1,966,929
Total receivables	<u>2,401,262</u>	<u>1,966,929</u>
TOTAL ASSETS	345,825,536	306,371,325
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 345,825,536</u>	<u>\$ 306,371,325</u>

See accompanying notes to financial statements.

## ALSCO 401(k) SAVINGS PLAN

### STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year Ended December 31, 2024

#### ADDITIONS TO (DEDUCTIONS FROM) NET ASSETS ATTRIBUTED TO

Investment income	
Interest and dividend income	\$ 5,984,324
Net appreciation in fair value of investments	<u>43,974,568</u>
Total investment income	49,958,892
Interest income on notes receivable from participants	<u>162,162</u>
Contributions	
Employee	17,249,035
Employer	12,743,515
Rollover	<u>2,071,678</u>
Total contributions	32,064,228
Benefits paid to participants	(42,374,756)
Administrative expenses	<u>(356,315)</u>
Total deductions	<u>(42,731,071)</u>
NET INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	39,454,211
NET ASSETS AVAILABLE FOR BENEFITS, BEGINNING OF YEAR	<u>306,371,325</u>
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	<u>\$ 345,825,536</u>

See accompanying notes to financial statements.

## ALSCO 401(k) SAVINGS PLAN

### NOTES TO FINANCIAL STATEMENTS

#### ( 1 ) Description of the Plan

The following description of the AlSCO 401(k) Savings Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

##### (a) *General*

The Plan was established on July 1, 1993, and is a defined contribution plan covering all full-time, nonunion employees of AlSCO Inc. (the "Company" or "Plan Sponsor") who have completed 30 days of service and are age 18 or older. Certain union employees also participate in the Plan. The Plan is designed to qualify under Sections 401(a) and 401(k) of the Internal Revenue Code (the "Code"), as amended, and is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended. The Company is the Plan's sponsor and serves as the Plan administrator.

The Plan's Investment Committee is responsible for oversight of the Plan. The Investment Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance.

The Plan has arranged for Fidelity Management Trust Company ("Fidelity" or "Trustee") to serve as trustee, and Fidelity Workplace Services, LLC (the "Record Keeper") to provide record keeping services for the Plan.

##### (b) *Contributions*

Each year, Plan participants may generally contribute up to 75% of their pre-tax annual compensation subject to the maximum amount allowable by the Internal Revenue Service ("IRS") (\$23,000 for participants to age 50 and \$30,500 for participants over 50 years of age for the year ended December 31, 2024). The Plan allows participants to make ROTH 401(k) contributions as an alternative to traditional pre-tax contributions. Participants may also contribute amounts representing distributions from other tax qualified retirement plans (rollover). The Company matches 25% of participants' contributions up to 6% of their annual compensation. Employer matching contributions are made each pay period, with a true-up contribution at year-end. The Company also contributes a discretionary non-elective profit-sharing contribution to each eligible participant's account at the end of each calendar year, which is equal to 4% of the participant's annual compensation. An additional employer contribution of up to 4%, subject to IRS non-discrimination requirements, is contributed to eligible participants who have compensation in excess of a specified amount at the end of each calendar year. These year-end contributions are included in employer contributions in the statement of changes in net assets available for benefits for the year ended December 31, 2024.

All eligible employees are automatically enrolled in the Plan with an initial elective deferral of 3% of pay and an automatic 1% annual increase in deferral amount up to 10% of pay. Participants may elect a different deferral percentage, including opting out of automatic enrollment or deferral increases.

## ALSCO 401(k) SAVINGS PLAN

### NOTES TO FINANCIAL STATEMENTS

#### ( 1 ) Description of the Plan (continued)

##### **(c) Participant accounts**

Each participant's account is credited with the participant's contributions and with the participant's share of (a) the Company's matching contributions, (b) plan earnings and losses, and (c) the Company's discretionary 4% year-end profit-sharing contribution. Allocations are based on participants' earnings or account balances, as defined in the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

##### **(d) Investment options**

Upon enrollment in the Plan, a participant may direct their contributions in any of the investments offered by the Plan as approved by the Investment Committee and listed in the accompanying supplemental schedule of assets (held at end of year). Participants may change their investment options with respect to future contributions made on their behalf, or make transfers between funds on a daily basis by contacting the Record Keeper.

##### **(e) Vesting**

Participants are immediately vested in their voluntary contributions, earnings thereon, and rollover contributions. Participants vest in employer matching and employer discretionary contributions based on years of credited service. A participant is 100% vested after two years of credited service.

Participants also become 100% vested when the participant reaches early retirement age (55), incurs a disability as defined by the Plan, or upon death.

##### **(f) Payment of benefits**

Participants are entitled to their vested interest of their Plan account through a distribution of benefits at the date of retirement, death, disability, termination, or other qualifying withdrawal. A participant may elect to receive (a) a single lump-sum payment, (b) systematic installment payments, or (c) other optional forms of benefits. Partial withdrawals from the Plan are not allowed. If the participant's vested balance is \$1,000 or less, a distribution payment will be made as a single lump sum upon termination. If the participant's vested balance is greater than \$1,000, but \$7,000 or less, the Plan provides that an IRA may be opened in the participant's name at Fidelity and the vested balance will be distributed to the IRA.

##### **(g) Forfeited accounts**

In the event that participants are terminated prior to their full vesting in the Plan, non-vested account balances are forfeited. Forfeitures may be used to pay Plan expenses or fund Company matching and discretionary contributions in ensuing years. At December 31, 2024 and 2023, forfeited non-vested accounts totaled \$48,041 and \$31,930, respectively. During the year ended December 31, 2024, the Company used forfeitures of \$1,123,890 to fund Company contributions and \$27,140 to pay Plan expenses.

**ALSCO 401(k) SAVINGS PLAN**  
**NOTES TO FINANCIAL STATEMENTS**

**( 1 ) Description of the Plan (continued)**

**(h) *Notes receivable from participants***

A participant who is an active employee and qualifies for a hardship withdrawal as defined in the Plan, may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. Loans are secured by the balance in the participant's account. The maximum term on loans is five years. For participants using loan proceeds for the purchase of a principal residence, the maximum loan term is 10 years. Participants may only have one loan outstanding at a time. Loan repayments are made through weekly or semi-monthly payroll deductions and loan payoffs may be made directly by the participant without penalty. Interest on loans accrues at the prime rate plus 1% at the date the loan is taken. As of December 31, 2024, the interest rates for all outstanding participant loans ranged from 4.25% to 9.50%. Notes receivable from participants are deemed distributions after 90 days of delinquency.

**(i) *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 would become 100% vested in their employer matching contributions and discretionary nonelective contributions.

**(j) *Hardship withdrawals***

Under certain conditions, participants, while still employed by the Company, are permitted to withdraw, in a single sum, the employee contribution portion of their account balance. These conditions include unreimbursed medical expenses, the purchase of a principal residence, the payment of postsecondary education tuition, funeral expenses, repair of catastrophic damage of a primary residence, to prevent eviction from or foreclosure on a principal residence, or loss related to Federal Emergency Management Agency declared natural disasters.

**( 2 ) Summary of Significant Accounting Policies**

The following are the significant accounting policies followed by the Plan:

**(a) *Basis of accounting***

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

**(b) *Use of estimates***

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

**ALSCO 401(k) SAVINGS PLAN**  
**NOTES TO FINANCIAL STATEMENTS**

**( 2 ) Summary of Significant Accounting Policies (continued)**

**(c) *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's Investment Committee determines the Plan's valuation policies utilizing information provided by the Trustee. See Note 4 for discussion of fair value measurements.

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

**(d) *Administrative expenses***

Certain expenses of the Plan are paid by the Company and are not included in the statement of changes in net assets available for benefits. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Fees related to investment advisory services and record keeping fees are included in administrative expenses. Other investment related expenses are included in net appreciation in fair value of investments.

**(e) *Notes receivable from participants***

Participant loans are classified as notes receivable from participants and are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged to the participant's account as administrative expenses and are expensed when they are incurred.

**(f) *Contributions***

Participant contributions and Company matching contributions are recorded in the period during which the Company makes payroll deductions from the Plan participants' earnings. Company discretionary contributions are recorded in the period the contribution is approved by the Company.

**(g) *Payment of benefits***

Benefit payments to participants are recorded when paid.

## ALSCO 401(k) SAVINGS PLAN

### NOTES TO FINANCIAL STATEMENTS

#### ( 3 ) Information Certified by the Trustee

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified that the following data included in the accompanying financial statements and supplemental schedule of assets (held at end of year) is complete and accurate with respect to investments and notes receivable from participants as of December 31, 2024 and 2023, and for the year ended December 31, 2024:

- (a) Investments
- (b) Notes receivable from participants
- (c) Interest income on notes receivable from participants
- (d) Interest and dividends
- (e) Net appreciation in fair value of investments
- (f) Schedule of assets (held at end of year)

#### ( 4 ) Fair Value Measurements

The Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820, *Fair Value Measurement*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 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 below:

- Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2: Inputs to the valuation methodology include quoted prices for similar assets and liabilities in active markets; quoted prices for identical or similar assets and liabilities in active markets; inputs other than quoted market prices that are observable for the asset or liability; and 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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

## ALSCO 401(k) SAVINGS PLAN

### NOTES TO FINANCIAL STATEMENTS

#### ( 4 ) 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 as of December 31, 2024 and 2023.

*Common/collective trusts:* Valued at the Net Asset Value (“NAV”) of units of the collective investment trust. The NAV, as reported by the Trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the account less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective investment trust, the investment advisor reserves the right to temporarily delay withdrawal from the account in order to ensure that securities liquidations will be carried out in an orderly business manner. Each common/collective trust provides for daily redemption at the reported net asset value per share with no advanced notice. There were no unfunded commitments as of December 31, 2024.

*Money market fund:* Valued at the closing price as reported by the fund. The money market fund held by the Plan is an open-ended mutual fund that is registered with the Securities and Exchange Commission. The fund is required to publish its daily NAV and to transact at that price. The money market fund held by the Plan is deemed to be actively traded.

*Registered investment companies (mutual funds):* Valued at the daily closing price as reported by the registered investment companies. The funds held by the Plan are open-ended funds that are registered with the Securities and Exchange Commission. The funds are required to publish their daily NAV and to transact at that price. The funds held by the Plan are deemed to be actively 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. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan’s assets at fair value as of December 31, 2024 and 2023:

	<b>Investments at Fair Value as of December 31, 2024</b>			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 62,962,930	\$ -	\$ -	\$ 62,962,930
Money market funds	14,594,901	-	-	14,594,901
Total investments in the fair value hierarchy	77,557,831	-	-	77,557,831
Investments measured at NAV practical expedient <sup>(a)</sup>				265,866,443
Total investments at fair value				343,424,274

## ALSCO 401(k) SAVINGS PLAN

### NOTES TO FINANCIAL STATEMENTS

#### ( 4 ) Fair Value Measurements (continued)

	<b>Investments at Fair Value as of December 31, 2023</b>			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 109,683,775	\$ -	\$ -	\$ 109,683,775
Money market funds	13,172,801	-	-	13,172,801
Total investments in the fair value hierarchy	122,856,576	-	-	122,856,576
Investments measured at NAV practical expedient <sup>(a)</sup>				181,547,820
Total investments at fair value				304,404,396

(a) In accordance with ASC 820, certain investments that are measured at fair value using net asset value (NAV) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

**Investments measured using the net asset value per share practical expedient** – The following table summarizes investments for which fair value is based on NAV per share practical expedient as of December 31, 2024 and 2023, respectively.

<b>Investments</b>	<b>Fair Value 2024</b>	<b>Fair Value 2023</b>
Collective investment trusts	\$ 265,866,443	\$ 181,547,820
Total	\$ 265,866,443	\$ 181,547,820

#### ( 5 ) Tax Status

The Plan has adopted a pre-approved defined contribution profit sharing plan for which the IRS issued an opinion letter dated June 30, 2020, stating the plan is acceptable for use by employers for the benefit of their employees under Internal Revenue Code (“IRC”) Section 401. The Plan Investment Committee and Plan administrator believe that the Plan and related trust are being operated in compliance with the applicable requirements of the IRC.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of an asset or liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

## ALSCO 401(k) SAVINGS PLAN

### NOTES TO FINANCIAL STATEMENTS

#### ( 6 ) Party-in-Interest and Related-Party Transactions

Certain Plan investments are accounts managed by the Plan's trustee. Fidelity Management Trust Company is the trustee of the Plan and, therefore, the transactions qualify as party-in-interest transactions. Fees incurred by the Plan for investment management services are included in net appreciation in fair value of investments as they are paid through revenue sharing, rather than a direct payment.

Fidelity Workplace Services, LLC is the record keeper for the Plan and, therefore, the transactions qualify as party-in-interest transactions. Fees incurred by the Plan for record keeping services are included in administrative expenses.

Administrative expenses paid from the Plan assets directly to parties-in-interest include the items described below for the year ended December 31, 2024. The Plan sponsor pays directly any other fees related to the Plan's operations.

Investment advisory fees	\$	95,189
Trustee/record keeping fees		261,126
Total administrative expenses	\$	<u>356,315</u>

Additionally, the Plan issues loans to participants, which are secured by the balances in the participant's accounts. Administrative and record keeping fees incurred by the Plan to Fidelity were offset by revenue credits totaling \$134,741 during the year ended December 31, 2024.

#### ( 7 ) Risk and Uncertainties

The Plan invests in various investment 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 statements of net assets available for benefits.

As of December 31, 2024 and 2023, approximately 34% and 33%, respectively, of the Plan's investments were invested in two investment options, which individually represented greater than 10% of the Plan's investments.

#### ( 8 ) Subsequent Events

The Plan has evaluated all events through August 15, 2025, which is the date the financial statements were available to be issued.

Effective January 1, 2025, the Plan was amended to remove the 30-day service requirement for eligibility and to allow in-service partial distributions for participants over age 59.5.

**SUPPLEMENTAL SCHEDULE**

**ALSCO 401(k) SAVINGS PLAN**  
**EIN: 87-252999**  
**Plan #002**

**Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)**

December 31, 2024

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
	Mutual funds:			
*	Fidelity Investments	Puritan Fund	**	\$ 12,617,539
*	Fidelity Investments	Low-Priced Stock Fund	**	11,011,397
	Vanguard	Total International Stock Index Fund I	**	8,644,811
	Baird	Core Plus Bond Fund Institutional	**	7,563,435
*	Fidelity Investments	US Bond Index Fund	**	6,678,161
	Dodge & Cox	Stock Fund Class X	**	5,184,345
	American Funds	New World Fund R-6	**	2,686,714
	Baird	Short-Term Bond Fund Institutional	**	2,361,415
	J.P. Morgan	Undiscovered Managers Behavior Value Fund R6	**	2,273,505
	Janus Henderson	J H Enterprise N	**	1,874,618
	T. Rowe Price	US Small-Cap Growth Equity Fund I	**	1,422,433
	Putnam	High Yield Fund R6	**	322,764
	Lord Abbott	Bond Debenture Fund R6	**	295,824
	Dodge & Cox	Global Bond Fund Class X	**	25,969
		Total mutual funds		<u>62,962,930</u>
	Common/collective trust:			
*	Fidelity Investments	FID Contrafund Commingled Pool A	**	67,333,491
	Geode Capital	SP 500 Index Pool C	**	51,135,114
*	Fidelity Investments	FID Freedom Index 2030 Fund S	**	27,960,893
*	Fidelity Investments	FID Freedom Index 2035 Fund S	**	19,537,938
*	Fidelity Investments	FID Freedom Index 2025 Fund S	**	17,936,254
*	Fidelity Investments	FID Freedom Index 2040 Fund S	**	17,816,774
*	Fidelity Investments	FID Freedom Index 2045 Fund S	**	17,164,606
*	Fidelity Investments	FID Freedom Index 2050 Fund S	**	13,832,051
*	Fidelity Investments	FID Freedom Index 2055 Fund S	**	11,544,495
*	Fidelity Investments	FID Freedom Index 2020 Fund S	**	5,850,877
*	Fidelity Investments	FID Freedom Index 2060 Fund S	**	5,666,932
*	Geode Capital	SP Small-Cap Index Pool C	**	3,911,388
*	Fidelity Investments	FID Freedom Index 2065 Fund S	**	2,507,497
*	Geode Capital	SP Mid-Cap Index Pool C	**	1,093,663
*	Fidelity Investments	FID Freedom Index 2010 Fund S	**	1,063,724
*	Fidelity Investments	FID Freedom Index 2015 Fund S	**	1,000,444
*	Fidelity Investments	FID Freedom Index Income Fund S	**	510,302
		Total common/collective trusts		<u>265,866,443</u>
	Money market fund:			
*	Fidelity Investments	Money Market Government Portfolio Class I	**	14,594,901
*	Participants	Participant loans with interest rates from 4.25% to 9.50% maturing between January 2025 and January 2035	-0-	2,401,262
		Total		<u>\$ 345,825,536</u>

\* Denotes party in interest

\*\* Cost information is not applicable for participant directed investments