# Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

## Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▸ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

**2024**

**This Form is Open to Public Inspection**

## 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 (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

**B** This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

**C** If the plan is a collectively-bargained plan, check here. . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . .. ▸ [ ]

**D** Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

**E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . . . . . . . . . . . . . . . . . . . . . . .. ▸ [ ]

## Part II Basic Plan Information—enter all requested information

**1a** Name of plan
ALSTON CONSTRUCTION COMPANY, INC. 401(K) PLAN

**1b** Three-digit plan number (PN) ▸ 002

**1c** Effective date of plan
01/01/1991

**2a** Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)

ALSTON CONSTRUCTION COMPANY, INC.

400 CAPITOL MALL
SUITE 2060
SACRAMENTO, CA 95814

**2b** Employer Identification Number (EIN)
68-0422571

**2c** Plan Sponsor's telephone number
916-340-2400

**2d** Business code (see instructions)
236200

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

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

| | | | |
|---|---|---|---|
| **SIGN HERE** | Filed with authorized/valid electronic signature. | 09/25/2025 | TONI GRUBER |
| | **Signature of plan administrator** | Date | Enter name of individual signing as plan administrator |
| **SIGN HERE** | | | |
| | **Signature of employer/plan sponsor** | Date | Enter name of individual signing as employer or plan sponsor |
| **SIGN HERE** | | | |
| | **Signature of DFE** | Date | Enter name of individual signing as DFE |

**3a** Plan administrator's name and address [X] Same as Plan Sponsor

**3b** Administrator's EIN

**3c** Administrator's telephone number

**4** If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

**a** Sponsor's name

**c** Plan Name

**4b** EIN

**4d** PN

| | | | |
|---|---|---|---|
| **5** | Total number of participants at the beginning of the plan year | **5** | 636 |
| **6** | Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**). | | |
| **a(1)** | Total number of active participants at the beginning of the plan year | **6a(1)** | 458 |
| **a(2)** | Total number of active participants at the end of the plan year | **6a(2)** | 384 |
| **b** | Retired or separated participants receiving benefits | **6b** | 4 |
| **c** | Other retired or separated participants entitled to future benefits | **6c** | 199 |
| **d** | Subtotal. Add lines **6a(2)**, **6b**, and **6c**. | **6d** | 587 |
| **e** | Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. | **6e** | 2 |
| **f** | Total. Add lines **6d** and **6e**. | **6f** | 589 |
| **g(1)** | Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) | **6g(1)** | 600 |
| **g(2)** | Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | **6g(2)** | 580 |
| **h** | Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested | **6h** | 65 |
| **7** | Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) | **7** | |

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

2E 2F 2G 2J 2K 2S 2T 3H 3D 2R

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

**9a** Plan funding arrangement (check all that apply)

- (1) [ ] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

**9b** Plan benefit arrangement (check all that apply)

- (1) [ ] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [X] Trust
- (4) [ ] General assets of the sponsor

**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

**a Pension Schedules**

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

**b General Schedules**

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

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

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

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

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

**11c** Enter the Receipt Confirmation Code for the 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______________________

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

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

**A** Name of plan
ALSTON CONSTRUCTION COMPANY, INC. 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 002

**C** Plan sponsor's name as shown on line 2a of Form 5500
ALSTON CONSTRUCTION COMPANY, INC.

**D** Employer Identification Number (EIN)
68-0422571

## 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).. . . . . . . . . . . . . . . [X] 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

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

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

NORTHWESTERN MUTUAL WEALTH MGMT CO

39-2018056

| (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 | 108072 | Yes ☐ No ☒ | Yes ☐ No ☐ | | Yes ☐ No ☐ |

**(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 71 | RECORDKEEPER | 68541 | Yes ☒ No ☐ | Yes ☒ No ☐ | 0 | Yes ☒ No ☐ |

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

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

## Part I Service Provider Information (continued)

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

| **(a)** Enter service provider name as it appears on line 2 | **(b)** Service Codes (see instructions) | **(c)** Enter amount of indirect compensation |
|---|---|---|
| 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. |
|---|---|---|
| NUVEEN REAL ESTATE I - SS&C GLOBAL | 80 LAMBERTON RD<br>WINDSOR<br>WINDSOR, CT 02169 | 0.35% |

| **(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. |
|---|---|---|
| NUVEEN STRAT INC I - SS&C GLOBAL I | 80 LAMBERTON RD<br>WINDSOR<br>WINDSOR, CT 02169 | 0.25% |

| **(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. |
|---|---|---|
| LORD ABBETT SHORT DURATION INC C | 90 HUDSON ST 10TH FL<br>JERSEY CITY, NJ 07302 | 0.37% |

## 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. |
|---|---|---|
| AMERICAN NEW WORLD CL F1 | 3500 WISEMAN BLVD<br>SAN ANTONIO, TX 78251-4321 | 0.37% |

| **(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. |
|---|---|---|
| T ROWE PRICE ALL CAPOPPORTUNITIES | 4515 PAINTERS MILL RD<br>OWINGS MILLS, MD 21117 | 0.15% |

| **(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. |
|---|---|---|
| T ROWE PRICE GLOBAL STOCK | 4515 PAINTERS MILL RD<br>OWINGS MILLS, MD 21117 | 0.15% |

## Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

| | |
|---|---|
| **a** Name: | **b** EIN: |
| **c** Position: | |
| **d** Address: | **e** Telephone: |

Explanation:

| | |
|---|---|
| **a** Name: | **b** EIN: |
| **c** Position: | |
| **d** Address: | **e** Telephone: |

Explanation:

| | |
|---|---|
| **a** Name: | **b** EIN: |
| **c** Position: | |
| **d** Address: | **e** Telephone: |

Explanation:

| | |
|---|---|
| **a** Name: | **b** EIN: |
| **c** Position: | |
| **d** Address: | **e** Telephone: |

Explanation:

| | |
|---|---|
| **a** Name: | **b** EIN: |
| **c** Position: | |
| **d** Address: | **e** Telephone: |

Explanation:

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

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

**A** Name of plan
ALSTON CONSTRUCTION COMPANY, INC. 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 002

**C** Plan sponsor's name as shown on line 2a of Form 5500
ALSTON CONSTRUCTION COMPANY, INC.

**D** Employer Identification Number (EIN)
68-0422571

## Part I Asset and Liability Statement

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

| Assets | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|
| **a** Total noninterest-bearing cash | 1a | 0 | 0 |
| **b** Receivables (less allowance for doubtful accounts): | | | |
| (1) Employer contributions | 1b(1) | 0 | 0 |
| (2) Participant contributions | 1b(2) | 0 | 0 |
| (3) Other | 1b(3) | 0 | 0 |
| **c** General investments: | | | |
| (1) Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | 1254335 | 1954369 |
| (2) U.S. Government securities | 1c(2) | 0 | 0 |
| (3) Corporate debt instruments (other than employer securities): | | | |
| (A) Preferred | 1c(3)(A) | 0 | 0 |
| (B) All other | 1c(3)(B) | 0 | 0 |
| (4) Corporate stocks (other than employer securities): | | | |
| (A) Preferred | 1c(4)(A) | 0 | 0 |
| (B) Common | 1c(4)(B) | 1041217 | 1318961 |
| (5) Partnership/joint venture interests | 1c(5) | 0 | 0 |
| (6) Real estate (other than employer real property) | 1c(6) | 0 | 0 |
| (7) Loans (other than to participants) | 1c(7) | 0 | 0 |
| (8) Participant loans | 1c(8) | 1009625 | 1053320 |
| (9) Value of interest in common/collective trusts | 1c(9) | 0 | 0 |
| (10) Value of interest in pooled separate accounts | 1c(10) | 0 | 0 |
| (11) Value of interest in master trust investment accounts | 1c(11) | 0 | 0 |
| (12) Value of interest in 103-12 investment entities | 1c(12) | 0 | 0 |
| (13) Value of interest in registered investment companies (e.g., mutual funds) | 1c(13) | 51402967 | 57681327 |
| (14) Value of funds held in insurance company general account (unallocated contracts) | 1c(14) | 0 | 0 |
| (15) Other | 1c(15) | 0 | 0 |

| | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|
| **1d** Employer-related investments: | | | |
| **(1)** Employer securities | 1d(1) | 0 | 0 |
| **(2)** Employer real property | 1d(2) | 0 | 0 |
| **e** Buildings and other property used in plan operation | 1e | 0 | 0 |
| **f** Total assets (add all amounts in lines 1a through 1e) | 1f | 54708144 | 62007977 |
| **Liabilities** | | | |
| **g** Benefit claims payable | 1g | 0 | 0 |
| **h** Operating payables | 1h | 0 | 0 |
| **i** Acquisition indebtedness | 1i | 0 | 0 |
| **j** Other liabilities | 1j | 0 | 0 |
| **k** Total liabilities (add all amounts in lines 1g through1j) | 1k | 0 | 0 |
| **Net Assets** | | | |
| **l** Net assets (subtract line 1k from line 1f) | 1l | 54708144 | 62007977 |

## Part II Income and Expense Statement

**2** Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

| **Income** | | (a) Amount | (b) Total |
|---|---|---|---|
| **a** **Contributions:** | | | |
| **(1)** Received or receivable in cash from: **(A)** Employers | 2a(1)(A) | 1967552 | |
| **(B)** Participants | 2a(1)(B) | 5709878 | |
| **(C)** Others (including rollovers) | 2a(1)(C) | 716869 | |
| **(2)** Noncash contributions | 2a(2) | 0 | |
| **(3)** Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)** | 2a(3) | | 8394299 |
| **b** **Earnings on investments:** | | | |
| **(1)** Interest: | | | |
| **(A)** Interest-bearing cash (including money market accounts and certificates of deposit) | 2b(1)(A) | 80665 | |
| **(B)** U.S. Government securities | 2b(1)(B) | 0 | |
| **(C)** Corporate debt instruments | 2b(1)(C) | 0 | |
| **(D)** Loans (other than to participants) | 2b(1)(D) | 0 | |
| **(E)** Participant loans | 2b(1)(E) | 65951 | |
| **(F)** Other | 2b(1)(F) | 0 | |
| **(G)** Total interest. Add lines **2b(1)(A)** through **(F)** | 2b(1)(G) | | 146616 |
| **(2)** Dividends: **(A)** Preferred stock | 2b(2)(A) | 0 | |
| **(B)** Common stock | 2b(2)(B) | 9597 | |
| **(C)** Registered investment company shares (e.g. mutual funds) | 2b(2)(C) | 1759189 | |
| **(D)** Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)** | 2b(2)(D) | | 1768786 |
| **(3)** Rents | 2b(3) | | 0 |
| **(4)** Net gain (loss) on sale of assets: **(A)** Aggregate proceeds | 2b(4)(A) | 3683176 | |
| **(B)** Aggregate carrying amount (see instructions) | 2b(4)(B) | 3579843 | |
| **(C)** Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result | 2b(4)(C) | | 103333 |
| **(5)** Unrealized appreciation (depreciation) of assets: **(A)** Real estate | 2b(5)(A) | 0 | |
| **(B)** Other | 2b(5)(B) | -51026 | |
| **(C)** Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)** | 2b(5)(C) | | -51026 |

| | | (a) Amount | (b) Total |
|---|---|---|---|
| (6) Net investment gain (loss) from common/collective trusts | 2b(6) | | 0 |
| (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) | | 5453174 |
| c Other income | 2c | | 0 |
| d Total income. Add all **income** amounts in column (b) and enter total | 2d | | 15815182 |

## Expenses

| | | | |
|---|---|---|---|
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 8337719 | |
| (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) | | 8337719 |
| f Corrective distributions (see instructions) | 2f | | 0 |
| g Certain deemed distributions of participant loans (see instructions) | 2g | | 1067 |
| h Interest expense | 2h | | 0 |
| i Administrative expenses: | | | |
| (1) Salaries and allowances | 2i(1) | 0 | |
| (2) Contract administrator fees | 2i(2) | 300 | |
| (3) Recordkeeping fees | 2i(3) | 68191 | |
| (4) IQPA audit fees | 2i(4) | 0 | |
| (5) Investment advisory and investment management fees | 2i(5) | 108072 | |
| (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) | | 176563 |
| j Total expenses. Add all **expense** amounts in column (b) and enter total | 2j | | 8515349 |

## Net Income and Reconciliation

| | | | |
|---|---|---|---|
| k Net income (loss). Subtract line **2j** from line **2d** | 2k | | 7299833 |
| l 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)** [X] 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)** [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

**c** Enter the name and EIN of the accountant (or accounting firm) below:

**(1)** Name: CAMPBELL TAYLOR WASHBURN **(2)** EIN: 68-0251243

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

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

## Part IV Compliance Questions

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

| During the plan year: | | Yes | No | Amount |
|---|---|---|---|---|
| **a** Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.) | **4a** | X | | 1708 |
| **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.) | **4b** | | X | |
| **c** Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) | **4c** | | X | |
| **d** Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.) | **4d** | | X | |
| **e** Was this plan covered by a fidelity bond? | **4e** | X | | 1000000 |
| **f** Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | **4f** | | X | |
| **g** Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? | **4g** | | X | |
| **h** Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? | **4h** | | X | |
| **i** Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) | **4i** | X | | |
| **j** Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) | **4j** | | X | |
| **k** Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? | **4k** | | X | |
| **l** Has the plan failed to provide any benefit when due under the plan? | **4l** | | X | |
| **m** If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | **4m** | | X | |
| **n** If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. | **4n** | | X | |

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No
If "Yes," enter the amount of any plan assets that reverted to the employer this year ______________.

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

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

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

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

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

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

**A** Name of plan
ALSTON CONSTRUCTION COMPANY, INC. 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 002

**C** Plan sponsor's name as shown on line 2a of Form 5500
ALSTON CONSTRUCTION COMPANY, INC.

**D** Employer Identification Number (EIN)
68-0422571

## Part I Distributions

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

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

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

EIN(s): 04-6568107 ____________

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

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

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

**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?.......... ☐ Yes ☐ No ☐ N/A

**If the plan is a defined benefit plan, go to line 8.**

**5** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month ______ Day ______ Year ______

**If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.**

**6** **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).......... **6a**

**b** Enter the amount contributed by the employer to the plan for this plan year.......... **6b**

**c** Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).......... **6c**

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

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

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

## Part III Amendments

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

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

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

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

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

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

## Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

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

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

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

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

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

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

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

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

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

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

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

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

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

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

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

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

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

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

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

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

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

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

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

**14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

| | | |
|---|---|---|
| **a** The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)........ | **14a** | |
| **b** The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)........ | **14b** | |
| **c** The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)........ | **14c** | |

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

| | | |
|---|---|---|
| **a** The corresponding number for the plan year immediately preceding the current plan year........ | **15a** | |
| **b** The corresponding number for the second preceding plan year........ | **15b** | |

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

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

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

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

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

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

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

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

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

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

**b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation.______________________

## Part VII IRS Compliance Questions

**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 .

*Financial Statements and*
*Independent Auditor's Report of*

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

*December 31, 2024 and 2023*

Campbell Taylor Washburn
Certified Public Accountants & Consultants

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

CONTENTS

CTW
Certified Public Accountants & Consultants

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# INDEPENDENT AUDITOR'S REPORT

To the Plan Administrators
Alston Construction Company, Inc. 401(k) Plan
Sacramento, California

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

We have performed audits of the financial statements of Alston Construction Company, Inc. 401(k) 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 statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the 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 years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

***Opinion***

In our opinion, based on our audits and on the procedures performed as described in the 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 (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 that the financial statements are issued.

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

***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

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

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

***Auditor's Responsibilities for the Audit of the Financial Statements (Continued)***

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

***Other Matter — Supplemental Schedules Required by ERISA***

The supplemental schedules of delinquent participant contributions and assets held at end of year, as of and for the year ended December 31, 2024, are presented for purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Campbell Taylor Washburn
An Accountancy Corporation

Roseville, California
September 22, 2025

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

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

| | 2024 | 2023 |
|---|---|---|
| ASSETS: | | |
| Investments, participant directed, at fair value: | | |
| Mutual funds | $ 56,899,933 | $ 50,516,866 |
| Self-directed brokerage accounts | 2,640,792 | 2,220,333 |
| Interest-bearing cash | 1,413,932 | 961,320 |
| Total investments | 60,954,657 | 53,698,519 |
| Receivables: | | |
| Notes receivable from participants | 1,053,320 | 1,009,625 |
| Total receivables | 1,053,320 | 1,009,625 |
| Net assets available for benefits | $ 62,007,977 | $ 54,708,144 |

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

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

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

| | 2024 | 2023 |
|---|---|---|
| ADDITIONS TO NET ASSETS: | | |
| Investment income: | | |
| Net appreciation in fair value of investments | $ 5,505,481 | $ 6,856,660 |
| Interest and dividends | 1,849,451 | 1,223,872 |
| Total investment income | 7,354,932 | 8,080,532 |
| Interest income, notes receivable from participants | 65,951 | 40,748 |
| Contributions: | | |
| Participant contributions | 5,714,627 | 5,800,831 |
| Participant rollovers | 716,869 | 1,017,253 |
| Employer contributions | 1,962,803 | 2,385,468 |
| Total contributions | 8,394,299 | 9,203,552 |
| Total additions | 15,815,182 | 17,324,832 |
| DEDUCTIONS FROM NET ASSETS: | | |
| Benefits paid to participants | 8,338,786 | 4,315,050 |
| Administrative expenses | 176,563 | 157,004 |
| Total deductions | 8,515,349 | 4,472,054 |
| Net increase | 7,299,833 | 12,852,778 |
| NET ASSETS AVAILABLE FOR BENEFITS: | | |
| Beginning of year | 54,708,144 | 41,855,366 |
| Ending of year | $ 62,007,977 | $ 54,708,144 |

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

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

*NOTE 1:* **DESCRIPTION OF PLAN**

The following description of the Alston Construction Company, Inc. 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

**General**
The Plan became effective January 1, 1991, and most recently restated April 21, 2021, to provide benefits for employees of Alston Construction Company, Inc. (the "Plan Sponsor"). The Plan covers all eligible employees who have attained the age of eighteen (18) years and have completed three (3) months of service. The Plan entry dates are the first day of each month. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Fidelity Management Trust Company serves as the Plan's trustee and third-party administrator.

**Plan Year**
The Plan year begins January 1st and ends December 31st.

**Contributions**
The Plan allows for the following types of contributions:

- *Participant Salary Deferral 401(k) Contributions*
  The Plan includes an elective salary deferral arrangement pursuant to Section 401(k) of the Internal Revenue Code (the "Code"). Eligible employees may voluntarily contribute up to 90% of their regular wages subject to various nondiscrimination tests and limitations prescribed by the Code. Upon eligibility, employees are automatically enrolled in the Plan. The automatic enrollment contribution percentage is 3% and increases by 1% each following year up to 6%. Employees may also affirmatively elect not to make elective deferral contributions. Employee salary deferrals include pre-tax elective deferrals, Roth contributions, and after-tax elective deferrals. After-tax elective deferrals are limited to 90% of compensation.

- *Discretionary Employer Matching Contributions*
  The Plan Sponsor may contribute an amount on behalf of each eligible participant, limited to a specified percentage of compensation or specified dollar amount. Discretionary employer matching contributions of $2,352,947 and $2,548,439 were made for the years ended December 31, 2024 and 2023, respectively.

- *Discretionary Qualified Employer Matching Contributions*
  The Plan Sponsor may make an additional matching contribution to the non-highly compensated employees in order to satisfy the ADP test on deferral contributions.

- *Discretionary Employer Non-Elective Contributions*
  The Plan Sponsor may make discretionary non-elective contributions in an amount to be determined by the Board of Directors for each plan year.

*NOTE 1:* **DESCRIPTION OF PLAN (Continued)**

- *Employer Qualified Non-Elective Contributions*
  The Plan Sponsor may designate all or a portion of any non-elective contributions for a Plan year as "qualified non-elective contributions" and allocate them to non-highly compensated employees to help the Plan satisfy required nondiscrimination tests.

- *Employee Rollover Contributions*
  Employees may make rollover contributions from another qualified plan.

**Participant Accounts and Allocations**
Each participant's account is credited with the participant's contributions, employer contributions, rollover contributions, an allocation of Plan earnings and losses, and an allocation of certain Plan expenses, as defined by the Plan document. The yield (interest, dividends, and net realized and unrealized gains and losses) on investments is allocated to each participant's account based on each participant's pro-rata share of the total investments in the particular fund. The benefit to which a participant is entitled is limited to the benefit that can be provided from the participant's vested account. The Plan provides various investment options and allows participants to self-direct their investments.

**Vesting and Forfeitures**
Participants are always 100% vested in their salary deferral contributions and investment gains and losses credited thereon. Employer contributions vest over a five-year period as follows:

| | |
|---|---|
| 1 year credited service | 0% |
| 2 years credited service | 25% |
| 3 years credited service | 50% |
| 4 years credited service | 75% |
| 5 years credited service | 100% |

Forfeitures may be used to reduce employer contributions to the Plan and offset certain administrative expenses of the Plan. Forfeitures available to be used to reduce employer contributions to the Plan and offset certain administrative expenses were $388,130 and $213,877 as of December 31, 2024 and 2023, respectively. Accumulated forfeitures in the amount of $390,144 and $162,971 were used to offset employer contributions for the years ended December 31, 2024 and 2023, respectively. No forfeitures were used to pay administrative expenses of the Plan for the years ended December 31, 2024 and 2023.

**Retirement**
Normal retirement under the Plan is age sixty-five (65).

**Payment of Benefits**
Payment of benefits may be made at the following times under the Plan: 1) normal retirement, 2) termination of employment of the participant, 3) death of the participant, 4) upon demonstration of financial hardship, 5) disability of the participant, or 6) in-service withdrawals for participants who have reached the age of 59 ½. The forms of benefit payments are available as a single lump sum or partial withdrawal.

**Administrative Costs**
Administrative costs of the Plan are shared by the Plan and the Plan Sponsor. Expenses related to specific participant transactions are charged to the respective participant's account.

*NOTE 1:* **DESCRIPTION OF PLAN (Continued)**

**Notes Receivable from Participants**

The Plan allows participants to borrow from their accounts. Loans may not exceed 50% of the vested balance in a participant's account or $50,000. The loans are secured by the balance in the participant's account and bear interest charged at a commercially reasonable rate as determined by the Plan's administrator. Principal and interest is paid ratably through monthly payroll deductions. Loan periods range from one to five years, except for loans made for the purchase of a primary residence, which may permit a longer repayment term.

*NOTE 2*: **SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Accounting**

The financial statements of the Plan are maintained on the accrual method of accounting in accordance with accounting principles generally accepted in the United States (U.S. GAAP).

**Investment Valuation and Income Recognition**

Investments in securities are stated at fair market value using quoted market prices when available. Cash and cash equivalents are valued at stated carrying values which approximates market value. Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded when earned. Dividend income is recorded on the ex-dividend date. Capital gain distributions are included in net appreciation. Changes in the values of investments are reflected in each participant's self-directed account. Investments are valued daily.

**Notes Receivable from Participants**

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

**Payment of Benefits**

Benefits are recorded when paid.

**Income Taxes**

The Plan has adopted a volume submitter defined contribution plan which has obtained a favorable opinion letter dated June 30, 2020, in which the Internal Revenue Service stated that the Plan is acceptable under Section 401 of the Code. Although the Plan has since been amended, the plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified.

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

## *NOTE 2*: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

**Estimates and Assumptions**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

## *NOTE 3:* PLAN TERMINATION

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

## *NOTE 4:* INFORMATION CERTIFIED BY THE PLAN TRUSTEE

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified as complete and accurate by Fidelity Management Trust Company, the trustee, as of December 31, 2024 and 2023, respectively:

| | 2024 | 2023 |
|---|---|---|
| Mutual funds | $ 56,899,933 | $ 50,516,866 |
| Self-directed brokerage accounts | $ 2,640,792 | $ 2,220,333 |
| Interest-bearing cash | $ 1,413,932 | $ 961,320 |
| Notes receivable from participants | $ 1,053,320 | $ 1,009,625 |
| Net appreciation in fair value of investments | $ 5,505,481 | $ 6,856,660 |
| Interest and dividends | $ 1,849,451 | $ 1,223,872 |
| Interest income, notes receivable from participants | $ 65,951 | $ 40,748 |

## *NOTE 5:* RISKS AND UNCERTAINTIES

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

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

Certain Plan investments are units of mutual funds and a money market fund managed by Fidelity Management Trust Company, the trustee as defined by the Plan document. Fees paid by the Plan for the investment management services are recorded in net appreciation in fair value of investments. Fees for certain administrative expenses are paid to Fidelity Investments Institutional Operations Company, Inc., the record keeper and third-party administrator of the Plan. Notes receivable from participants are considered party-in-interest transactions. These investments and transactions qualify as party-in-interest transactions which are exempt from the prohibited transaction rules of ERISA.

*NOTE 7:* **FAIR VALUE MEASUREMENTS**

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

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

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

Level 3 - Inputs that are unobservable and significant to the fair value measurement.

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

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

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

*Self-Directed Brokerage Accounts*
Accounts include mutual funds, money market funds, exchange-traded funds, corporate bonds, and common stocks that are valued on the daily basis of readily determinable market prices.

*Interest-Bearing Cash*
Interest-bearing cash consists of money market funds which have quoted prices in active markets to preserve their value at $1.00 per share.

*NOTE 7:* **FAIR VALUE MEASUREMENTS (Continued)**

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

| | Assets at Fair Value as of December 31, 2024 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Mutual funds | $ 56,899,933 | $ - | $ - | $ 56,899,933 |
| Self-directed brokerage accounts | 2,640,792 | - | - | 2,640,792 |
| Interest-bearing cash | 1,413,932 | - | - | 1,413,932 |
| | $ 60,954,657 | $ - | $ - | $ 60,954,657 |

| | Assets at Fair Value as of December 31, 2023 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Mutual funds | $ 50,516,866 | $ - | $ - | $ 50,516,866 |
| Self-directed brokerage accounts | 2,220,333 | - | - | 2,220,333 |
| Interest-bearing cash | 961,320 | - | - | 961,320 |
| | $ 53,698,519 | $ - | $ - | $ 53,698,519 |

*NOTE 8:* **FORM 5500 RECONCILIATION**

In 2024, the Plan Sponsor corrected 2023 excess deferrals and related employer match totaling $2,221. Additionally, delinquent 2023 employee contributions and related employer match, including lost earnings, totaling $2,528, were remitted in 2024. The plan financial statements include differences from Form 5500 as of December 31, 2024 and 2023 as follows:

| | 2024 | 2023 |
|---|---|---|
| Participant contributions per Form 5500 | $ 5,709,878 | $ 5,800,831 |
| Corrective contributions related to prior year | 4,749 | - |
| Participant contributions as reported | $ 5,714,627 | $ 5,800,831 |

| | 2024 | 2023 |
|---|---|---|
| Employer contributions per Form 5500 | $ 1,967,552 | $ 2,385,468 |
| Corrective contributions related to prior year | (4,749) | - |
| Employer contributions as reported | $ 1,962,803 | $ 2,385,468 |

*NOTE 9:* **PROHIBITED TRANSACTIONS**

During the year ended December 31, 2023, the Plan Sponsor failed to remit $1,708 of contributions to the Plan in a timely manner, as defined by ERISA. The Plan Sponsor corrected these contributions in 2024.

*NOTE 10:* **SUBSEQUENT EVENTS**

Management evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through September 22, 2025, the date the financial statements were available to be issued, and management has determined that no subsequent events have occurred.

SUPPLEMENTAL SCHEDULES

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

SCHEDULE H, LINE 4a
SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
EIN: 68-0422571 / Plan Number: 002
December 31, 2024

| | | Total That Constitute Nonexempt Prohibited Transactions | | | |
|---|---|---|---|---|---|
| Plan Year Ending | Participant Contributions Transferred Late to Plan | Contributions Not Corrected | Contributions Corrected Outside VFCP | Contributions Pending Correction in VFCP | Total Fully Corrected Under VFCP and PTE 2002-51 |
| * December 31, 2023 | $ 1,708 | $ - | $ 1,708 | $ - | $ - |

***Note:***

* *The participant contributions reported above in the amount of $1,708 were remitted late to the Plan during the 2023 Plan year. The Plan Sponsor corrected these contributions in 2024.*

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

SCHEDULE H, LINE 4i
SCHEDULE OF ASSETS HELD AT END OF YEAR
EIN: 68-0422571 / Plan Number: 002
December 31, 2024

| (a) | (b) Identity of issue, borrower, lessor or similar party | (c) Description of investment | (d) Cost | (e) Current value |
|---|---|---|---|---|
| * | Fidelity Freedom Index 2025 Ipr | Mutual Fund | $ - | $ 7,869,313 |
| * | Fidelity 500 Index | Mutual Fund | - | 7,106,883 |
| * | Fidelity Freedom Index 2040 Ipr | Mutual Fund | - | 6,152,057 |
| * | Fidelity Freedom Index 2035 Ipr | Mutual Fund | - | 5,073,923 |
| * | Fidelity Freedom Index 2030 Ipr | Mutual Fund | - | 4,812,396 |
| * | Fidelity Freedom Index 2045 Ipr | Mutual Fund | - | 3,886,991 |
| * | Fidelity Freedom Index 2055 Ipr | Mutual Fund | - | 3,837,198 |
| * | Fidelity Freedom Index 2050 Ipr | Mutual Fund | - | 2,904,904 |
| | Self Directed Brokerage Account | Various | | 2,640,792 |
| | JP Morgan Mid Cap Growth Class R6 | Mutual Fund | - | 2,138,199 |
| * | Fidelity Freedom Index 2060 Ipr | Mutual Fund | - | 2,125,689 |
| * | Fidelity Freedom Index 2020 Ipr | Mutual Fund | - | 2,092,599 |
| * | Fidelity Advisor New Insights I | Mutual Fund | - | 1,682,723 |
| * | Fidelity Gov't Money Market K6 | Money Market | - | 1,413,932 |
| * | Fidelity Advisor Large Cap | Mutual Fund | - | 1,200,809 |
| * | Fidelity Freedom Index 2065 Ipr | Mutual Fund | - | 713,805 |
| | Invesco International Equity Fund Class R6 | Mutual Fund | - | 710,817 |
| | Invesco Small Cap Value Class R6 | Mutual Fund | - | 584,072 |
| * | Fidelity Small Cap Index | Mutual Fund | - | 477,268 |
| * | Fidelity Advisor Strat Income I | Mutual Fund | - | 463,047 |
| | Invesco Comstock Fund Class R6 | Mutual Fund | - | 439,352 |
| * | Fidelity Advisor Small Cap Val I | Mutual Fund | - | 422,805 |
| | Nuveen Strategic Income Fund | Mutual Fund | - | 382,226 |
| * | Fidelity Freedom Index 2015 Ipr | Mutual Fund | - | 357,914 |
| | Nuveen Real Estate Securities Fund Class I | Mutual Fund | - | 342,075 |
| | American Century Sustainable Equity Fund R6 | Mutual Fund | - | 305,160 |
| * | Fidelity Mid Cap Index | Mutual Fund | - | 290,217 |
| | American Century Large Cap R6 | Mutual Fund | - | 168,085 |
| | The Bond Fund of America R6 | Mutual Fund | - | 163,964 |
| * | Fidelity Freedom Index Income Ipr | Mutual Fund | - | 86,384 |
| * | Fidelity Advisor Asset Mgr 60% I | Mutual Fund | - | 81,884 |
| * | Fidelity Freedom Index 2010 Ipr | Mutual Fund | - | 24,911 |
| * | Fidelity Freedom Index 2070 Ipr | Mutual Fund | - | 2,263 |
| | Total investments | | - | 60,954,657 |
| *Notes Receivable From Participants:* | | | | |
| * | Participant loans | Interest at 3.25% - 8.50% | - | 1,053,320 |
| | Total assets held at end of year | | $ - | $ 62,007,977 |

* *Denotes party-in-interest*

*Note: Cost basis omitted as all investments are participant directed.*

Campbell Taylor Washburn
Certified Public Accountants & Consultants

## The Path Forward

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*Financial Statements and*
*Independent Auditor's Report of*

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

*December 31, 2024 and 2023*

Campbell Taylor Washburn
Certified Public Accountants & Consultants

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

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# INDEPENDENT AUDITOR'S REPORT

To the Plan Administrators
Alston Construction Company, Inc. 401(k) Plan
Sacramento, California

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

We have performed audits of the financial statements of Alston Construction Company, Inc. 401(k) 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 statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the 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 years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

***Opinion***

In our opinion, based on our audits and on the procedures performed as described in the 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 (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 that the financial statements are issued.

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

***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

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

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

***Auditor's Responsibilities for the Audit of the Financial Statements (Continued)***

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

***Other Matter — Supplemental Schedules Required by ERISA***

The supplemental schedules of delinquent participant contributions and assets held at end of year, as of and for the year ended December 31, 2024, are presented for purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Campbell Taylor Washburn
An Accountancy Corporation

Roseville, California
September 22, 2025

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

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

| | 2024 | 2023 |
|---|---|---|
| ASSETS: | | |
| Investments, participant directed, at fair value: | | |
| Mutual funds | $ 56,899,933 | $ 50,516,866 |
| Self-directed brokerage accounts | 2,640,792 | 2,220,333 |
| Interest-bearing cash | 1,413,932 | 961,320 |
| Total investments | 60,954,657 | 53,698,519 |
| Receivables: | | |
| Notes receivable from participants | 1,053,320 | 1,009,625 |
| Total receivables | 1,053,320 | 1,009,625 |
| Net assets available for benefits | $ 62,007,977 | $ 54,708,144 |

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

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

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

| | 2024 | 2023 |
|---|---|---|
| ADDITIONS TO NET ASSETS: | | |
| Investment income: | | |
| Net appreciation in fair value of investments | $ 5,505,481 | $ 6,856,660 |
| Interest and dividends | 1,849,451 | 1,223,872 |
| Total investment income | 7,354,932 | 8,080,532 |
| Interest income, notes receivable from participants | 65,951 | 40,748 |
| Contributions: | | |
| Participant contributions | 5,714,627 | 5,800,831 |
| Participant rollovers | 716,869 | 1,017,253 |
| Employer contributions | 1,962,803 | 2,385,468 |
| Total contributions | 8,394,299 | 9,203,552 |
| Total additions | 15,815,182 | 17,324,832 |
| DEDUCTIONS FROM NET ASSETS: | | |
| Benefits paid to participants | 8,338,786 | 4,315,050 |
| Administrative expenses | 176,563 | 157,004 |
| Total deductions | 8,515,349 | 4,472,054 |
| Net increase | 7,299,833 | 12,852,778 |
| NET ASSETS AVAILABLE FOR BENEFITS: | | |
| Beginning of year | 54,708,144 | 41,855,366 |
| Ending of year | $ 62,007,977 | $ 54,708,144 |

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

## ALSTON CONSTRUCTION COMPANY, INC.
## 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

*NOTE 1:* **DESCRIPTION OF PLAN**

The following description of the Alston Construction Company, Inc. 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

**General**
The Plan became effective January 1, 1991, and most recently restated April 21, 2021, to provide benefits for employees of Alston Construction Company, Inc. (the "Plan Sponsor"). The Plan covers all eligible employees who have attained the age of eighteen (18) years and have completed three (3) months of service. The Plan entry dates are the first day of each month. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Fidelity Management Trust Company serves as the Plan's trustee and third-party administrator.

**Plan Year**
The Plan year begins January 1st and ends December 31st.

**Contributions**
The Plan allows for the following types of contributions:

- *Participant Salary Deferral 401(k) Contributions*
  The Plan includes an elective salary deferral arrangement pursuant to Section 401(k) of the Internal Revenue Code (the "Code"). Eligible employees may voluntarily contribute up to 90% of their regular wages subject to various nondiscrimination tests and limitations prescribed by the Code. Upon eligibility, employees are automatically enrolled in the Plan. The automatic enrollment contribution percentage is 3% and increases by 1% each following year up to 6%. Employees may also affirmatively elect not to make elective deferral contributions. Employee salary deferrals include pre-tax elective deferrals, Roth contributions, and after-tax elective deferrals. After-tax elective deferrals are limited to 90% of compensation.

- *Discretionary Employer Matching Contributions*
  The Plan Sponsor may contribute an amount on behalf of each eligible participant, limited to a specified percentage of compensation or specified dollar amount. Discretionary employer matching contributions of $2,352,947 and $2,548,439 were made for the years ended December 31, 2024 and 2023, respectively.

- *Discretionary Qualified Employer Matching Contributions*
  The Plan Sponsor may make an additional matching contribution to the non-highly compensated employees in order to satisfy the ADP test on deferral contributions.

- *Discretionary Employer Non-Elective Contributions*
  The Plan Sponsor may make discretionary non-elective contributions in an amount to be determined by the Board of Directors for each plan year.

*NOTE 1:* **DESCRIPTION OF PLAN (Continued)**

- *Employer Qualified Non-Elective Contributions*
  The Plan Sponsor may designate all or a portion of any non-elective contributions for a Plan year as "qualified non-elective contributions" and allocate them to non-highly compensated employees to help the Plan satisfy required nondiscrimination tests.

- *Employee Rollover Contributions*
  Employees may make rollover contributions from another qualified plan.

**Participant Accounts and Allocations**
Each participant's account is credited with the participant's contributions, employer contributions, rollover contributions, an allocation of Plan earnings and losses, and an allocation of certain Plan expenses, as defined by the Plan document. The yield (interest, dividends, and net realized and unrealized gains and losses) on investments is allocated to each participant's account based on each participant's pro-rata share of the total investments in the particular fund. The benefit to which a participant is entitled is limited to the benefit that can be provided from the participant's vested account. The Plan provides various investment options and allows participants to self-direct their investments.

**Vesting and Forfeitures**
Participants are always 100% vested in their salary deferral contributions and investment gains and losses credited thereon. Employer contributions vest over a five-year period as follows:

| | |
|---|---|
| 1 year credited service | 0% |
| 2 years credited service | 25% |
| 3 years credited service | 50% |
| 4 years credited service | 75% |
| 5 years credited service | 100% |

Forfeitures may be used to reduce employer contributions to the Plan and offset certain administrative expenses of the Plan. Forfeitures available to be used to reduce employer contributions to the Plan and offset certain administrative expenses were $388,130 and $213,877 as of December 31, 2024 and 2023, respectively. Accumulated forfeitures in the amount of $390,144 and $162,971 were used to offset employer contributions for the years ended December 31, 2024 and 2023, respectively. No forfeitures were used to pay administrative expenses of the Plan for the years ended December 31, 2024 and 2023.

**Retirement**
Normal retirement under the Plan is age sixty-five (65).

**Payment of Benefits**
Payment of benefits may be made at the following times under the Plan: 1) normal retirement, 2) termination of employment of the participant, 3) death of the participant, 4) upon demonstration of financial hardship, 5) disability of the participant, or 6) in-service withdrawals for participants who have reached the age of 59 ½. The forms of benefit payments are available as a single lump sum or partial withdrawal.

**Administrative Costs**
Administrative costs of the Plan are shared by the Plan and the Plan Sponsor. Expenses related to specific participant transactions are charged to the respective participant's account.

*NOTE 1:* **DESCRIPTION OF PLAN (Continued)**

**Notes Receivable from Participants**

The Plan allows participants to borrow from their accounts. Loans may not exceed 50% of the vested balance in a participant's account or $50,000. The loans are secured by the balance in the participant's account and bear interest charged at a commercially reasonable rate as determined by the Plan's administrator. Principal and interest is paid ratably through monthly payroll deductions. Loan periods range from one to five years, except for loans made for the purchase of a primary residence, which may permit a longer repayment term.

*NOTE 2*: **SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Accounting**

The financial statements of the Plan are maintained on the accrual method of accounting in accordance with accounting principles generally accepted in the United States (U.S. GAAP).

**Investment Valuation and Income Recognition**

Investments in securities are stated at fair market value using quoted market prices when available. Cash and cash equivalents are valued at stated carrying values which approximates market value. Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded when earned. Dividend income is recorded on the ex-dividend date. Capital gain distributions are included in net appreciation. Changes in the values of investments are reflected in each participant's self-directed account. Investments are valued daily.

**Notes Receivable from Participants**

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

**Payment of Benefits**

Benefits are recorded when paid.

**Income Taxes**

The Plan has adopted a volume submitter defined contribution plan which has obtained a favorable opinion letter dated June 30, 2020, in which the Internal Revenue Service stated that the Plan is acceptable under Section 401 of the Code. Although the Plan has since been amended, the plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified.

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

*NOTE 2*: **SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**Estimates and Assumptions**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

*NOTE 3:* **PLAN TERMINATION**

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

*NOTE 4:* **INFORMATION CERTIFIED BY THE PLAN TRUSTEE**

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified as complete and accurate by Fidelity Management Trust Company, the trustee, as of December 31, 2024 and 2023, respectively:

| | 2024 | 2023 |
|---|---|---|
| Mutual funds | $ 56,899,933 | $ 50,516,866 |
| Self-directed brokerage accounts | $ 2,640,792 | $ 2,220,333 |
| Interest-bearing cash | $ 1,413,932 | $ 961,320 |
| Notes receivable from participants | $ 1,053,320 | $ 1,009,625 |
| Net appreciation in fair value of investments | $ 5,505,481 | $ 6,856,660 |
| Interest and dividends | $ 1,849,451 | $ 1,223,872 |
| Interest income, notes receivable from participants | $ 65,951 | $ 40,748 |

*NOTE 5:* **RISKS AND UNCERTAINTIES**

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

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

Certain Plan investments are units of mutual funds and a money market fund managed by Fidelity Management Trust Company, the trustee as defined by the Plan document. Fees paid by the Plan for the investment management services are recorded in net appreciation in fair value of investments. Fees for certain administrative expenses are paid to Fidelity Investments Institutional Operations Company, Inc., the record keeper and third-party administrator of the Plan. Notes receivable from participants are considered party-in-interest transactions. These investments and transactions qualify as party-in-interest transactions which are exempt from the prohibited transaction rules of ERISA.

*NOTE 7:* **FAIR VALUE MEASUREMENTS**

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

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

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

Level 3 - Inputs that are unobservable and significant to the fair value measurement.

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

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

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

*Self-Directed Brokerage Accounts*
Accounts include mutual funds, money market funds, exchange-traded funds, corporate bonds, and common stocks that are valued on the daily basis of readily determinable market prices.

*Interest-Bearing Cash*
Interest-bearing cash consists of money market funds which have quoted prices in active markets to preserve their value at $1.00 per share.

*NOTE 7:* **FAIR VALUE MEASUREMENTS (Continued)**

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

| | Assets at Fair Value as of December 31, 2024 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Mutual funds | $ 56,899,933 | $ - | $ - | $ 56,899,933 |
| Self-directed brokerage accounts | 2,640,792 | - | - | 2,640,792 |
| Interest-bearing cash | 1,413,932 | - | - | 1,413,932 |
| | $ 60,954,657 | $ - | $ - | $ 60,954,657 |

| | Assets at Fair Value as of December 31, 2023 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Mutual funds | $ 50,516,866 | $ - | $ - | $ 50,516,866 |
| Self-directed brokerage accounts | 2,220,333 | - | - | 2,220,333 |
| Interest-bearing cash | 961,320 | - | - | 961,320 |
| | $ 53,698,519 | $ - | $ - | $ 53,698,519 |

*NOTE 8:* **FORM 5500 RECONCILIATION**

In 2024, the Plan Sponsor corrected 2023 excess deferrals and related employer match totaling $2,221. Additionally, delinquent 2023 employee contributions and related employer match, including lost earnings, totaling $2,528, were remitted in 2024. The plan financial statements include differences from Form 5500 as of December 31, 2024 and 2023 as follows:

| | 2024 | 2023 |
|---|---|---|
| Participant contributions per Form 5500 | $ 5,709,878 | $ 5,800,831 |
| Corrective contributions related to prior year | 4,749 | - |
| Participant contributions as reported | $ 5,714,627 | $ 5,800,831 |

| | 2024 | 2023 |
|---|---|---|
| Employer contributions per Form 5500 | $ 1,967,552 | $ 2,385,468 |
| Corrective contributions related to prior year | (4,749) | - |
| Employer contributions as reported | $ 1,962,803 | $ 2,385,468 |

*NOTE 9:* **PROHIBITED TRANSACTIONS**

During the year ended December 31, 2023, the Plan Sponsor failed to remit $1,708 of contributions to the Plan in a timely manner, as defined by ERISA. The Plan Sponsor corrected these contributions in 2024.

*NOTE 10:* **SUBSEQUENT EVENTS**

Management evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through September 22, 2025, the date the financial statements were available to be issued, and management has determined that no subsequent events have occurred.

SUPPLEMENTAL SCHEDULES

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

SCHEDULE H, LINE 4a
SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
EIN: 68-0422571 / Plan Number: 002
December 31, 2024

| | Total That Constitute Nonexempt Prohibited Transactions | | | | |
|---|---|---|---|---|---|
| Plan Year Ending | Participant Contributions Transferred Late to Plan | Contributions Not Corrected | Contributions Corrected Outside VFCP | Contributions Pending Correction in VFCP | Total Fully Corrected Under VFCP and PTE 2002-51 |
| * December 31, 2023 | $ 1,708 | $ - | $ 1,708 | $ - | $ - |

***Note:***

* *The participant contributions reported above in the amount of $1,708 were remitted late to the Plan during the 2023 Plan year. The Plan Sponsor corrected these contributions in 2024.*

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

SCHEDULE H, LINE 4i
SCHEDULE OF ASSETS HELD AT END OF YEAR
EIN: 68-0422571 / Plan Number: 002
December 31, 2024

| (a) | (b) Identity of issue, borrower, lessor or similar party | (c) Description of investment | (d) Cost | (e) Current value |
|---|---|---|---|---|
| * | Fidelity Freedom Index 2025 Ipr | Mutual Fund | $ - | $ 7,869,313 |
| * | Fidelity 500 Index | Mutual Fund | - | 7,106,883 |
| * | Fidelity Freedom Index 2040 Ipr | Mutual Fund | - | 6,152,057 |
| * | Fidelity Freedom Index 2035 Ipr | Mutual Fund | - | 5,073,923 |
| * | Fidelity Freedom Index 2030 Ipr | Mutual Fund | - | 4,812,396 |
| * | Fidelity Freedom Index 2045 Ipr | Mutual Fund | - | 3,886,991 |
| * | Fidelity Freedom Index 2055 Ipr | Mutual Fund | - | 3,837,198 |
| * | Fidelity Freedom Index 2050 Ipr | Mutual Fund | - | 2,904,904 |
| | Self Directed Brokerage Account | Various | | 2,640,792 |
| | JP Morgan Mid Cap Growth Class R6 | Mutual Fund | - | 2,138,199 |
| * | Fidelity Freedom Index 2060 Ipr | Mutual Fund | - | 2,125,689 |
| * | Fidelity Freedom Index 2020 Ipr | Mutual Fund | - | 2,092,599 |
| * | Fidelity Advisor New Insights I | Mutual Fund | - | 1,682,723 |
| * | Fidelity Gov't Money Market K6 | Money Market | - | 1,413,932 |
| * | Fidelity Advisor Large Cap | Mutual Fund | - | 1,200,809 |
| * | Fidelity Freedom Index 2065 Ipr | Mutual Fund | - | 713,805 |
| | Invesco International Equity Fund Class R6 | Mutual Fund | - | 710,817 |
| | Invesco Small Cap Value Class R6 | Mutual Fund | - | 584,072 |
| * | Fidelity Small Cap Index | Mutual Fund | - | 477,268 |
| * | Fidelity Advisor Strat Income I | Mutual Fund | - | 463,047 |
| | Invesco Comstock Fund Class R6 | Mutual Fund | - | 439,352 |
| * | Fidelity Advisor Small Cap Val I | Mutual Fund | - | 422,805 |
| | Nuveen Strategic Income Fund | Mutual Fund | - | 382,226 |
| * | Fidelity Freedom Index 2015 Ipr | Mutual Fund | - | 357,914 |
| | Nuveen Real Estate Securities Fund Class I | Mutual Fund | - | 342,075 |
| | American Century Sustainable Equity Fund R6 | Mutual Fund | - | 305,160 |
| * | Fidelity Mid Cap Index | Mutual Fund | - | 290,217 |
| | American Century Large Cap R6 | Mutual Fund | - | 168,085 |
| | The Bond Fund of America R6 | Mutual Fund | - | 163,964 |
| * | Fidelity Freedom Index Income Ipr | Mutual Fund | - | 86,384 |
| * | Fidelity Advisor Asset Mgr 60% I | Mutual Fund | - | 81,884 |
| * | Fidelity Freedom Index 2010 Ipr | Mutual Fund | - | 24,911 |
| * | Fidelity Freedom Index 2070 Ipr | Mutual Fund | - | 2,263 |
| | Total investments | | - | 60,954,657 |
| *Notes Receivable From Participants:* | | | | |
| * | Participant loans | Interest at 3.25% - 8.50% | - | 1,053,320 |
| | Total assets held at end of year | | $ - | $ 62,007,977 |

* *Denotes party-in-interest*

*Note: Cost basis omitted as all investments are participant directed.*

Campbell Taylor Washburn
Certified Public Accountants & Consultants

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*Financial Statements and*
*Independent Auditor's Report of*

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

*December 31, 2024 and 2023*

Campbell Taylor Washburn
Certified Public Accountants & Consultants

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

CONTENTS

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# INDEPENDENT AUDITOR'S REPORT

To the Plan Administrators
Alston Construction Company, Inc. 401(k) Plan
Sacramento, California

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

We have performed audits of the financial statements of Alston Construction Company, Inc. 401(k) 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 statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the 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 years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

***Opinion***

In our opinion, based on our audits and on the procedures performed as described in the 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 (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 that the financial statements are issued.

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

***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

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

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

***Auditor's Responsibilities for the Audit of the Financial Statements (Continued)***

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

***Other Matter — Supplemental Schedules Required by ERISA***

The supplemental schedules of delinquent participant contributions and assets held at end of year, as of and for the year ended December 31, 2024, are presented for purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Campbell Taylor Washburn
An Accountancy Corporation

Roseville, California
September 22, 2025

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

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

| | 2024 | 2023 |
|---|---|---|
| ASSETS: | | |
| Investments, participant directed, at fair value: | | |
| Mutual funds | $ 56,899,933 | $ 50,516,866 |
| Self-directed brokerage accounts | 2,640,792 | 2,220,333 |
| Interest-bearing cash | 1,413,932 | 961,320 |
| Total investments | 60,954,657 | 53,698,519 |
| Receivables: | | |
| Notes receivable from participants | 1,053,320 | 1,009,625 |
| Total receivables | 1,053,320 | 1,009,625 |
| Net assets available for benefits | $ 62,007,977 | $ 54,708,144 |

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

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

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

| | 2024 | 2023 |
|---|---|---|
| ADDITIONS TO NET ASSETS: | | |
| Investment income: | | |
| Net appreciation in fair value of investments | $ 5,505,481 | $ 6,856,660 |
| Interest and dividends | 1,849,451 | 1,223,872 |
| Total investment income | 7,354,932 | 8,080,532 |
| Interest income, notes receivable from participants | 65,951 | 40,748 |
| Contributions: | | |
| Participant contributions | 5,714,627 | 5,800,831 |
| Participant rollovers | 716,869 | 1,017,253 |
| Employer contributions | 1,962,803 | 2,385,468 |
| Total contributions | 8,394,299 | 9,203,552 |
| Total additions | 15,815,182 | 17,324,832 |
| DEDUCTIONS FROM NET ASSETS: | | |
| Benefits paid to participants | 8,338,786 | 4,315,050 |
| Administrative expenses | 176,563 | 157,004 |
| Total deductions | 8,515,349 | 4,472,054 |
| Net increase | 7,299,833 | 12,852,778 |
| NET ASSETS AVAILABLE FOR BENEFITS: | | |
| Beginning of year | 54,708,144 | 41,855,366 |
| Ending of year | $ 62,007,977 | $ 54,708,144 |

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

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

*NOTE 1:* **DESCRIPTION OF PLAN**

The following description of the Alston Construction Company, Inc. 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

**General**
The Plan became effective January 1, 1991, and most recently restated April 21, 2021, to provide benefits for employees of Alston Construction Company, Inc. (the "Plan Sponsor"). The Plan covers all eligible employees who have attained the age of eighteen (18) years and have completed three (3) months of service. The Plan entry dates are the first day of each month. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Fidelity Management Trust Company serves as the Plan's trustee and third-party administrator.

**Plan Year**
The Plan year begins January 1st and ends December 31st.

**Contributions**
The Plan allows for the following types of contributions:

- *Participant Salary Deferral 401(k) Contributions*
  The Plan includes an elective salary deferral arrangement pursuant to Section 401(k) of the Internal Revenue Code (the "Code"). Eligible employees may voluntarily contribute up to 90% of their regular wages subject to various nondiscrimination tests and limitations prescribed by the Code. Upon eligibility, employees are automatically enrolled in the Plan. The automatic enrollment contribution percentage is 3% and increases by 1% each following year up to 6%. Employees may also affirmatively elect not to make elective deferral contributions. Employee salary deferrals include pre-tax elective deferrals, Roth contributions, and after-tax elective deferrals. After-tax elective deferrals are limited to 90% of compensation.

- *Discretionary Employer Matching Contributions*
  The Plan Sponsor may contribute an amount on behalf of each eligible participant, limited to a specified percentage of compensation or specified dollar amount. Discretionary employer matching contributions of $2,352,947 and $2,548,439 were made for the years ended December 31, 2024 and 2023, respectively.

- *Discretionary Qualified Employer Matching Contributions*
  The Plan Sponsor may make an additional matching contribution to the non-highly compensated employees in order to satisfy the ADP test on deferral contributions.

- *Discretionary Employer Non-Elective Contributions*
  The Plan Sponsor may make discretionary non-elective contributions in an amount to be determined by the Board of Directors for each plan year.

*NOTE 1:* **DESCRIPTION OF PLAN (Continued)**

- *Employer Qualified Non-Elective Contributions*
  The Plan Sponsor may designate all or a portion of any non-elective contributions for a Plan year as "qualified non-elective contributions" and allocate them to non-highly compensated employees to help the Plan satisfy required nondiscrimination tests.

- *Employee Rollover Contributions*
  Employees may make rollover contributions from another qualified plan.

**Participant Accounts and Allocations**
Each participant's account is credited with the participant's contributions, employer contributions, rollover contributions, an allocation of Plan earnings and losses, and an allocation of certain Plan expenses, as defined by the Plan document. The yield (interest, dividends, and net realized and unrealized gains and losses) on investments is allocated to each participant's account based on each participant's pro-rata share of the total investments in the particular fund. The benefit to which a participant is entitled is limited to the benefit that can be provided from the participant's vested account. The Plan provides various investment options and allows participants to self-direct their investments.

**Vesting and Forfeitures**
Participants are always 100% vested in their salary deferral contributions and investment gains and losses credited thereon. Employer contributions vest over a five-year period as follows:

| | |
|---|---|
| 1 year credited service | 0% |
| 2 years credited service | 25% |
| 3 years credited service | 50% |
| 4 years credited service | 75% |
| 5 years credited service | 100% |

Forfeitures may be used to reduce employer contributions to the Plan and offset certain administrative expenses of the Plan. Forfeitures available to be used to reduce employer contributions to the Plan and offset certain administrative expenses were $388,130 and $213,877 as of December 31, 2024 and 2023, respectively. Accumulated forfeitures in the amount of $390,144 and $162,971 were used to offset employer contributions for the years ended December 31, 2024 and 2023, respectively. No forfeitures were used to pay administrative expenses of the Plan for the years ended December 31, 2024 and 2023.

**Retirement**
Normal retirement under the Plan is age sixty-five (65).

**Payment of Benefits**
Payment of benefits may be made at the following times under the Plan: 1) normal retirement, 2) termination of employment of the participant, 3) death of the participant, 4) upon demonstration of financial hardship, 5) disability of the participant, or 6) in-service withdrawals for participants who have reached the age of 59 ½. The forms of benefit payments are available as a single lump sum or partial withdrawal.

**Administrative Costs**
Administrative costs of the Plan are shared by the Plan and the Plan Sponsor. Expenses related to specific participant transactions are charged to the respective participant's account.

*NOTE 1:* **DESCRIPTION OF PLAN (Continued)**

**Notes Receivable from Participants**

The Plan allows participants to borrow from their accounts. Loans may not exceed 50% of the vested balance in a participant's account or $50,000. The loans are secured by the balance in the participant's account and bear interest charged at a commercially reasonable rate as determined by the Plan's administrator. Principal and interest is paid ratably through monthly payroll deductions. Loan periods range from one to five years, except for loans made for the purchase of a primary residence, which may permit a longer repayment term.

*NOTE 2*: **SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Accounting**

The financial statements of the Plan are maintained on the accrual method of accounting in accordance with accounting principles generally accepted in the United States (U.S. GAAP).

**Investment Valuation and Income Recognition**

Investments in securities are stated at fair market value using quoted market prices when available. Cash and cash equivalents are valued at stated carrying values which approximates market value. Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded when earned. Dividend income is recorded on the ex-dividend date. Capital gain distributions are included in net appreciation. Changes in the values of investments are reflected in each participant's self-directed account. Investments are valued daily.

**Notes Receivable from Participants**

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

**Payment of Benefits**

Benefits are recorded when paid.

**Income Taxes**

The Plan has adopted a volume submitter defined contribution plan which has obtained a favorable opinion letter dated June 30, 2020, in which the Internal Revenue Service stated that the Plan is acceptable under Section 401 of the Code. Although the Plan has since been amended, the plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified.

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

*NOTE 2*: **SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**Estimates and Assumptions**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

*NOTE 3:* **PLAN TERMINATION**

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

*NOTE 4:* **INFORMATION CERTIFIED BY THE PLAN TRUSTEE**

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified as complete and accurate by Fidelity Management Trust Company, the trustee, as of December 31, 2024 and 2023, respectively:

| | 2024 | 2023 |
|---|---|---|
| Mutual funds | $ 56,899,933 | $ 50,516,866 |
| Self-directed brokerage accounts | $ 2,640,792 | $ 2,220,333 |
| Interest-bearing cash | $ 1,413,932 | $ 961,320 |
| Notes receivable from participants | $ 1,053,320 | $ 1,009,625 |
| Net appreciation in fair value of investments | $ 5,505,481 | $ 6,856,660 |
| Interest and dividends | $ 1,849,451 | $ 1,223,872 |
| Interest income, notes receivable from participants | $ 65,951 | $ 40,748 |

*NOTE 5:* **RISKS AND UNCERTAINTIES**

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

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

Certain Plan investments are units of mutual funds and a money market fund managed by Fidelity Management Trust Company, the trustee as defined by the Plan document. Fees paid by the Plan for the investment management services are recorded in net appreciation in fair value of investments. Fees for certain administrative expenses are paid to Fidelity Investments Institutional Operations Company, Inc., the record keeper and third-party administrator of the Plan. Notes receivable from participants are considered party-in-interest transactions. These investments and transactions qualify as party-in-interest transactions which are exempt from the prohibited transaction rules of ERISA.

## *NOTE 7:* FAIR VALUE MEASUREMENTS

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

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

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

Level 3 - Inputs that are unobservable and significant to the fair value measurement.

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

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

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

*Self-Directed Brokerage Accounts*
Accounts include mutual funds, money market funds, exchange-traded funds, corporate bonds, and common stocks that are valued on the daily basis of readily determinable market prices.

*Interest-Bearing Cash*
Interest-bearing cash consists of money market funds which have quoted prices in active markets to preserve their value at $1.00 per share.

*NOTE 7:* **FAIR VALUE MEASUREMENTS (Continued)**

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

| | Assets at Fair Value as of December 31, 2024 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Mutual funds | $ 56,899,933 | $ - | $ - | $ 56,899,933 |
| Self-directed brokerage accounts | 2,640,792 | - | - | 2,640,792 |
| Interest-bearing cash | 1,413,932 | - | - | 1,413,932 |
| | $ 60,954,657 | $ - | $ - | $ 60,954,657 |

| | Assets at Fair Value as of December 31, 2023 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Mutual funds | $ 50,516,866 | $ - | $ - | $ 50,516,866 |
| Self-directed brokerage accounts | 2,220,333 | - | - | 2,220,333 |
| Interest-bearing cash | 961,320 | - | - | 961,320 |
| | $ 53,698,519 | $ - | $ - | $ 53,698,519 |

*NOTE 8:* **FORM 5500 RECONCILIATION**

In 2024, the Plan Sponsor corrected 2023 excess deferrals and related employer match totaling $2,221. Additionally, delinquent 2023 employee contributions and related employer match, including lost earnings, totaling $2,528, were remitted in 2024. The plan financial statements include differences from Form 5500 as of December 31, 2024 and 2023 as follows:

| | 2024 | 2023 |
|---|---|---|
| Participant contributions per Form 5500 | $ 5,709,878 | $ 5,800,831 |
| Corrective contributions related to prior year | 4,749 | - |
| Participant contributions as reported | $ 5,714,627 | $ 5,800,831 |

| | 2024 | 2023 |
|---|---|---|
| Employer contributions per Form 5500 | $ 1,967,552 | $ 2,385,468 |
| Corrective contributions related to prior year | (4,749) | - |
| Employer contributions as reported | $ 1,962,803 | $ 2,385,468 |

*NOTE 9:* **PROHIBITED TRANSACTIONS**

During the year ended December 31, 2023, the Plan Sponsor failed to remit $1,708 of contributions to the Plan in a timely manner, as defined by ERISA. The Plan Sponsor corrected these contributions in 2024.

*NOTE 10:* **SUBSEQUENT EVENTS**

Management evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through September 22, 2025, the date the financial statements were available to be issued, and management has determined that no subsequent events have occurred.

SUPPLEMENTAL SCHEDULES

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

SCHEDULE H, LINE 4a
SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
EIN: 68-0422571 / Plan Number: 002
December 31, 2024

| | | Total That Constitute Nonexempt Prohibited Transactions | | | |
|---|---|---|---|---|---|
| Plan Year Ending | Participant Contributions Transferred Late to Plan | Contributions Not Corrected | Contributions Corrected Outside VFCP | Contributions Pending Correction in VFCP | Total Fully Corrected Under VFCP and PTE 2002-51 |
| * December 31, 2023 | $ 1,708 | $ - | $ 1,708 | $ - | $ - |

***Note:***

* *The participant contributions reported above in the amount of $1,708 were remitted late to the Plan during the 2023 Plan year. The Plan Sponsor corrected these contributions in 2024.*

**ALSTON CONSTRUCTION COMPANY, INC.**
**401(k) PLAN**

SCHEDULE H, LINE 4i
SCHEDULE OF ASSETS HELD AT END OF YEAR
EIN: 68-0422571 / Plan Number: 002
December 31, 2024

| (a) | (b) Identity of issue, borrower, lessor or similar party | (c) Description of investment | (d) Cost | (e) Current value |
|---|---|---|---|---|
| * | Fidelity Freedom Index 2025 Ipr | Mutual Fund | $ - | $ 7,869,313 |
| * | Fidelity 500 Index | Mutual Fund | - | 7,106,883 |
| * | Fidelity Freedom Index 2040 Ipr | Mutual Fund | - | 6,152,057 |
| * | Fidelity Freedom Index 2035 Ipr | Mutual Fund | - | 5,073,923 |
| * | Fidelity Freedom Index 2030 Ipr | Mutual Fund | - | 4,812,396 |
| * | Fidelity Freedom Index 2045 Ipr | Mutual Fund | - | 3,886,991 |
| * | Fidelity Freedom Index 2055 Ipr | Mutual Fund | - | 3,837,198 |
| * | Fidelity Freedom Index 2050 Ipr | Mutual Fund | - | 2,904,904 |
| | Self Directed Brokerage Account | Various | | 2,640,792 |
| | JP Morgan Mid Cap Growth Class R6 | Mutual Fund | - | 2,138,199 |
| * | Fidelity Freedom Index 2060 Ipr | Mutual Fund | - | 2,125,689 |
| * | Fidelity Freedom Index 2020 Ipr | Mutual Fund | - | 2,092,599 |
| * | Fidelity Advisor New Insights I | Mutual Fund | - | 1,682,723 |
| * | Fidelity Gov't Money Market K6 | Money Market | - | 1,413,932 |
| * | Fidelity Advisor Large Cap | Mutual Fund | - | 1,200,809 |
| * | Fidelity Freedom Index 2065 Ipr | Mutual Fund | - | 713,805 |
| | Invesco International Equity Fund Class R6 | Mutual Fund | - | 710,817 |
| | Invesco Small Cap Value Class R6 | Mutual Fund | - | 584,072 |
| * | Fidelity Small Cap Index | Mutual Fund | - | 477,268 |
| * | Fidelity Advisor Strat Income I | Mutual Fund | - | 463,047 |
| | Invesco Comstock Fund Class R6 | Mutual Fund | - | 439,352 |
| * | Fidelity Advisor Small Cap Val I | Mutual Fund | - | 422,805 |
| | Nuveen Strategic Income Fund | Mutual Fund | - | 382,226 |
| * | Fidelity Freedom Index 2015 Ipr | Mutual Fund | - | 357,914 |
| | Nuveen Real Estate Securities Fund Class I | Mutual Fund | - | 342,075 |
| | American Century Sustainable Equity Fund R6 | Mutual Fund | - | 305,160 |
| * | Fidelity Mid Cap Index | Mutual Fund | - | 290,217 |
| | American Century Large Cap R6 | Mutual Fund | - | 168,085 |
| | The Bond Fund of America R6 | Mutual Fund | - | 163,964 |
| * | Fidelity Freedom Index Income Ipr | Mutual Fund | - | 86,384 |
| * | Fidelity Advisor Asset Mgr 60% I | Mutual Fund | - | 81,884 |
| * | Fidelity Freedom Index 2010 Ipr | Mutual Fund | - | 24,911 |
| * | Fidelity Freedom Index 2070 Ipr | Mutual Fund | - | 2,263 |
| | Total investments | | - | 60,954,657 |
| *Notes Receivable From Participants:* | | | | |
| * | Participant loans | Interest at 3.25% - 8.50% | - | 1,053,320 |
| | Total assets held at end of year | | $ - | $ 62,007,977 |

* *Denotes party-in-interest*

*Note: Cost basis omitted as all investments are participant directed.*

Campbell Taylor Washburn

Certified Public Accountants & Consultants

## The Path Forward

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