

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: TEMPCO ELECTRIC HEATER CORPORATION 401(K) PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/1996
2a Plan sponsor's name (employer, if for a single-employer plan): TEMPCO ELECTRIC HEATER CORPORATION
2b Employer Identification Number (EIN): 36-2749374
2c Plan Sponsor's telephone number: 630-350-2252
2d Business code (see instructions): 335900

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

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

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

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

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	252
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	193
	6a(2)	199
	6b	0
	6c	64
	6d	263
	6e	0
	6f	263
	6g(1)	228
6g(2)	236	
6h	6	
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:
2G 2J 2K 2T 2F 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)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

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

a Pension Schedules	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u>0</u>
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> G (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan TEMPCO ELECTRIC HEATER CORPORATION 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TEMPCO ELECTRIC HEATER CORPORATION	D Employer Identification Number (EIN) 36-2749374	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... Yes No

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

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

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

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

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 64 65	RECORDKEEPER	7725	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

(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 D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>TEMPCO ELECTRIC HEATER CORPORATION 401(K) PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>TEMPCO ELECTRIC HEATER CORPORATION</u>	D Employer Identification Number (EIN) <u>36-2749374</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MIP CL 1</u>		
b Name of sponsor of entity listed in (a): <u>FIDELITY MANAGEMENT TRUST COMPANY</u>		
c EIN-PN <u>04-3022712-024</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2100507</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan TEMPCO ELECTRIC HEATER CORPORATION 401(K) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 TEMPCO ELECTRIC HEATER CORPORATION	D Employer Identification Number (EIN) 36-2749374

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

		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	223	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)	1741263	2058841
(2) U.S. Government securities	1c(2)	26832	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)	1975346	2687052
(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)	222057	252599
(9) Value of interest in common/collective trusts	1c(9)	1135167	2100507
(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)	20422936	21553590
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(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	25523824	28652589
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 through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	25523824	28652589

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)	509720	
(B) Participants.....	2a(1)(B)	1249071	
(C) Others (including rollovers).....	2a(1)(C)	13564	
(2) Noncash contributions.....	2a(2)	0	1772355
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	88260	106847
(B) U.S. Government securities.....	2b(1)(B)	17	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	18570	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		106847
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	1149614
(B) Common stock.....	2b(2)(B)	24496	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	1125118	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1149614
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	1451036	31964
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	1419072	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	734688
(B) Other.....	2b(5)(B)	734688	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	-34067
(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)	2997855
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total.....	2d	6759256

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	3618067
(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)	3618067
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions).....	2g	0
h Interest expense.....	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	7725
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	4699
(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)	12424
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j	3630491

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k	3128765
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) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: **HARTMAN & ROEHR CPAS,LTD.**

(2) EIN: **45-3679371**

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

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

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

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

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan TEMPCO ELECTRIC HEATER CORPORATION 401(K) PLAN	B Three-digit plan number (PN)	001
C Plan sponsor's name as shown on line 2a of Form 5500 TEMPCO ELECTRIC HEATER CORPORATION	D Employer Identification Number (EIN) 36-2749374	

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A.

**TEMPCO ELECTRIC HEATER CORPORATION
401(k) PLAN
FINANCIAL STATEMENTS
YEARS ENDED DECEMBER 31, 2024 AND 2023**

**Hartman & Roehr, Ltd.
Certified Public Accountants**

INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of
the Tempco Electric Heater Corporation 401(k) Plan

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

We have performed audits of the accompanying financial statements of Tempco Electric Heater Corporation 401(k) 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). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note H to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. 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 Tempco Electric Heater Corporation 401(k) 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 Tempco Electric Heater Corporation 401(k) Plan 's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 generally accepted auditing standards, 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 Tempco Electric Heater Corporation 401(k) 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 Tempco Electric Heater Corporation 401(k) Plan 's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter—Supplemental Schedules Required by ERISA

The supplemental schedules of Assets Held for Investment Purposes as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion—

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, 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).

Hartman & Roehr CPA's, Ltd.

Hartman & Roehr CPA's, Ltd.

Park Ridge, Illinois
September 23, 2025

TEMPCO ELECTRIC HEATER CORPORATION 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2024 & 2023

	2024	2023
Assets available for benefits:		
Investments at fair value	\$ 26,299,483	\$ 24,166,600
Notes receivable from participants	252,599	222,057
Investments at contract value	2,234,924	1,203,691
Net assets available for benefits	\$ 28,787,006	\$ 25,592,348

TEMPCO ELECTRIC HEATER CORPORATION 401(k) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILBLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2024

Additions to net assets attributed to:

Investment income

Net appreciation in fair value of investments	\$ 3,764,385
Realized gain on sales	31,964
Interest	88,260
Dividends	<u>1,149,614</u>

Total investment income \$ 5,034,223

Interest income on notes receivable from participants 18,571

Contributions

Rollover	13,564
Employer	509,720
Participants	<u>1,249,071</u>

Total contributions 1,772,355

Total additions 6,825,149

Deductions from net assets attributed to:

Benefits paid to participants	3,618,067
Administrative expenses	<u>12,424</u>

Total deductions 3,630,491

Net increase 3,194,658

Net assets available for benefits:

Beginning of year 25,592,348

End of year \$ 28,787,006

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 & 2023

A. DESCRIPTION OF PLAN

The following brief description of the Tempco Electric Heater Corporation (“Company”) 401(k) Plan (“Plan”) is provided for general information purposes only. Participants should refer to the Plan document for a complete description of the Plan’s provisions.

1. General. The Plan is a defined contribution plan that covers all full-time non-union employees of the Company who have completed at least three months of service and are age 18 or older, as well as part-time employees who complete at least 1,000 hours of service during the year and are age 21 or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). Oversight of the Plan is the responsibility of the Board of Trustees. The Investment Committee is responsible for evaluating the appropriateness of the Plan’s investment options, monitoring investment performance, and reporting its findings to the Board of Trustees.
2. Contributions. Participants may contribute up to 60% of their annual pre-tax compensation, as defined in the Plan, subject to applicable Internal Revenue Service (“IRS”) limitations. Participants who have attained age 50 by the end of the Plan year are eligible to make additional catch-up contributions. The Plan also permits participants to contribute amounts representing rollovers from other qualified defined benefit or defined contribution plans.

Participants self-direct the investment of their contributions among the investment options offered under the Plan. The Plan includes an automatic enrollment feature under which newly eligible employees are automatically enrolled at a deferral rate of 3% of eligible compensation, with contributions invested in a designated balanced fund, unless the employee affirmatively elects otherwise.

The Company provides a matching contribution equal to 100% of the participant’s deferral up to 3% of eligible wages, plus 50% of the participant’s deferral on the next 3% of eligible wages. Matching contributions are invested according to the participant’s investment elections. In addition, the Company’s board of directors may, at its discretion, authorize a profit-sharing contribution, which is also invested in accordance with participant direction. No profit-sharing contribution was made for the year ended December 31, 2024.

3. Participant Accounts. Each participant’s account is credited with the participant’s contributions and allocations of (a) the Company’s contribution and (b) Plan earnings (losses). Allocations are based on participant’s account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account. Participant accounts are updated daily to reflect contributions, withdrawals, and changes in the fair value of investments. Administrative expenses of the Plan may be charged to participant accounts as provided under the Plan provisions.

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 & 2023

A. DESCRIPTION OF PLAN (Continued)

4. Vesting. Effective January 1, 2022, eligible employees participating in the Plan are fully vested immediately in their own contributions as well as in the Company's safe harbor matching contributions, including any related earnings. Employer matching contributions made prior to January 1, 2022, which were not designated as safe harbor contributions, are subject to a graded vesting schedule based on years of credited service, as follows: 20% after two years, 40% after three years, 60% after four years, 80% after five years, and 100% after six years of credited service. Participants who terminate employment before becoming fully vested forfeit the nonvested portion of their employer contributions. Forfeited amounts, if any, are used to reduce future employer contributions or pay administrative expenses of the Plan.
5. Notes Receivable from Participants. Participants may borrow from their accounts up to the lesser of \$50,000 or 50% of their vested account balance. Participant loans are secured by the vested balance in the participant's account and bear interest at rates ranging from 4.25% to 9.50%, which are consistent with prevailing market rates. Repayments of principal and interest are made through weekly payroll deductions.
6. Forfeited Accounts. At December 31, 2024 and 2023, forfeited nonvested accounts totaled \$21,308 and \$27,194, respectively. Forfeitures may be used to pay Plan administrative expenses. Administrative expenses paid from forfeited nonvested accounts during 2024 or 2023 totaled \$4,875 and \$1,625.

B. SUMMARY OF ACCOUNTING POLICIES

1. Date of Management's Review. Subsequent events have been evaluated through September 23, 2025, the date on which the financial statements were available to be issued.
2. Estimates. The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, as well as the accompanying disclosures. Actual results could differ from those estimates.
3. Basis of Accounting. The financial statements of the Plan are prepared using the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America ("GAAP"). Investments are reported at fair value, except for fully benefit-responsive investment contracts, which are reported at contract value. Contract value represents the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan and is therefore considered the most relevant measure for such contracts. Investment valuations and related information are provided by Fidelity Management Trust Company, the Plan's trustee, and do not require the use of estimates by management.

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 & 2023

B. SUMMARY OF ACCOUNTING POLICIES(Continued)

4. Notes Receivable from Participants. Notes receivable from participants are stated at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis, and related fees are recognized as administrative expenses when incurred. No allowance for credit losses has been established as of December 31, 2024 or 2023. Delinquent participant loans are reclassified as distributions in accordance with the terms of the Plan document. The repayment of participant loans is typically made through payroll deductions, and loan terms are generally limited to five years, unless used for the purchase of a primary residence. The Plan administrator monitors compliance with loan terms, and defaults are handled in accordance with IRS regulations and the Plan provisions.
5. Investment Valuation and Income Recognition. Investments are reported at fair value, except for fully benefit-responsive investment contracts, which are reported at contract value. Fair value represents the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Investment Committee is responsible for establishing the Plan's valuation policies. See Note C for further discussion of fair value measurement.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recognized on the accrual basis, and dividend income is recorded on the ex-dividend date. Net appreciation (depreciation) in the fair value of investments includes both realized gains and losses on investments sold during the year as well as unrealized gains and losses on investments held at year-end

6. Excess Contributions Payable. Amounts payable to participants for contributions in excess of limits established by the Internal Revenue Service ("IRS") are recorded as accounts payable, with a corresponding reduction to contributions. There were no excess contributions for the years ended December 31, 2024 or 2023.
7. Payment of Benefits. Benefits are recorded when paid. Accordingly, amounts payable to participants are not accrued in the financial statements. Distributions are made in accordance with the provisions of the Plan and generally occur upon retirement, termination of employment, death, disability, or in the case of an approved hardship withdrawal. In addition, required minimum distributions are made once participants attain the age specified under Internal Revenue Service regulations.
8. Operating Expenses. Certain administrative expenses of maintaining the Plan are paid by the Plan unless otherwise paid by the Company. Expenses paid directly by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants, as well as investment-related expenses, are charged directly to the participants' accounts and are included in administrative expenses.

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 & 2023

C. FAIR VALUE MEASUREMENTS

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

Level 1 — Fair Value Measurements. Inputs to the valuation methodology are unadjusted quoted prices for identical assets in active markets that the Plan has the ability to access.

Level 2 — Fair Value Measurements Inputs to the valuation methodology include:

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

If the asset has a specified contractual term, Level 2 inputs must be observable for substantially the full term of the asset.

Level 3 — Fair Value Measurements. Inputs to the valuation methodology are unobservable and significant to the fair value measurement. The Plan held no investments classified as Level 3 at December 31, 2024 or 2023.

The determination of an investment's fair value level within the hierarchy is based on the lowest level input that is significant to the valuation. Valuation techniques are designed to maximize the use of observable inputs and minimize the use of unobservable inputs.

Valuation Methodologies. The valuation methods used for assets measured at fair value have not changed from those used at December 31, 2024 and 2023.

- **Common stock:** Valued at the closing price reported on the active market on which the individual securities are traded. The fair value of common stock is based on quoted market prices readily available from national securities exchanges.
- **Mutual funds:** Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds registered with the SEC. These funds are required to publish their daily net asset value ("NAV") and to transact at that price. Mutual funds held by the Plan are deemed to be actively traded. The fair value of mutual fund investments is determined using quoted NAVs, which represent the price at which participants may redeem their holdings.

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 & 2023

C. FAIR VALUE MEASUREMENTS (Continued)

The following tables present, by level within the fair value hierarchy, the Plan's investments measured at fair value as of December 31, 2024 and 2023:

<u>December 31, 2024</u>	Fair Value	Level 1	Level 2	Level 3
Mutual funds	\$ 21,553,590	\$ 21,553,590	\$ -	\$ -
Common stock	2,687,052	2,687,052	-	-
U.S. Treasury Bonds	-	-	-	-
Cash	2,058,841	2,058,841	-	-
Total assets at fair value	\$ 26,299,483	\$ 26,299,483	\$ -	\$ -

<u>December 31, 2023</u>	Fair Value	Level 1	Level 2	Level 3
Mutual funds	\$ 20,422,935	\$ 20,422,935	\$ -	\$ -
Common stock	1,975,346	1,975,346	-	-
U.S. Treasury Bonds	26,832	26,832	-	-
Cash	1,741,487	1,741,487	-	-
Total assets at fair value	\$ 24,166,600	\$ 24,166,600	\$ -	\$ -

D. INVESTMENTS

Upon enrollment, participants may allocate their contributions among the investment options offered under the Plan. All investments are participant-directed, and participants may change their investment elections on a daily basis. Interest-bearing cash balances, consisting primarily of the Fidelity Government Money Market Fund and BrokerageLink Cash, are included in investments in the accompanying financial statements in accordance with FinREC recommendations.

E. GUARANTEED INVESTMENT CONTRACT WITH INSURANCE COMPANY

The Plan entered into a fully benefit-responsive guaranteed investment contract with Fidelity Management Trust Company ("Fidelity"). Fidelity maintains the contributions in a pooled account that is credited with actual earnings on the underlying investments and charged for participant withdrawals and administrative expenses. Under the terms of the contract, the issuer is obligated to repay principal and to provide a specified interest rate that is guaranteed to the Plan.

Because the contract qualifies as fully benefit-responsive, contract value is the appropriate measurement basis for that portion of the net assets available for benefits attributable to

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 & 2023

E. GUARANTEED INVESTMENT CONTRACT WITH INSURANCE COMPANY(Continued)

the guaranteed investment contract. Accordingly, the guaranteed investment contract is reported in the statements of net assets available for benefits at contract value. Contract value, as reported to the Plan by Fidelity, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily withdraw or transfer all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the issuer or otherwise. The contract value of the guaranteed investment contract was \$2,234,924 and \$1,203,691 at December 31, 2024 and 2023, respectively. The crediting interest rate is determined in accordance with a formula agreed upon with the issuer.

Certain events could limit the Plan's ability to transact at contract value with Fidelity. Such events include, but are not limited to: (a) amendments to the Plan documents, including complete or partial Plan termination or merger with another plan; (b) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions; (c) bankruptcy or other significant events affecting the Plan sponsor (e.g., divestitures or spin-offs) that could result in substantial withdrawals; or (d) loss of the trust's tax-exempt status or required ERISA exemptions. In addition, certain events could allow the issuer to terminate the contract at an amount other than contract value, such as (a) an uncured breach of investment guidelines, (b) a material amendment without the issuer's consent, (c) violation of a material contractual obligation, or (d) material misrepresentation. The Plan administrator does not believe that the occurrence of any such events that would limit the Plan's ability to transact at contract value with participants or with the issuer is probable.

The guaranteed investment contract does not permit Fidelity to terminate the agreement prior to the scheduled maturity date.

F. PLAN TERMINATION

Although the Company has not expressed any intent to do so, it reserves the right to discontinue contributions to the Plan at any time and to terminate the Plan, subject to the provisions of ERISA. In the event of Plan termination, participants would become fully vested in their accounts.

G. TAX STATUS

The Internal Revenue Service ("IRS") has determined and informed the Company, by letter dated June 30, 2020, that the Plan and related trust were designed in compliance with applicable provisions of the Internal Revenue Code ("IRC"). Although the Plan has been amended since the issuance of the determination letter, the Plan administrator believes the Plan continues to be designed and operated in compliance with the applicable requirements of the IRC. Accordingly, the Plan administrator believes that the Plan is qualified, and the related trust is tax-exempt.

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 & 2023

G. TAX STATUS (Continued)

Accounting principles generally accepted in the United States of America require the Plan administrator to evaluate tax positions taken by the Plan and to recognize liabilities for uncertain tax positions when it is more likely than not that such positions would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing authorities; however, there are no audits currently in progress for any tax periods.

H. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan administrator instructed the independent auditor not to perform auditing procedures with respect to the investment information prepared and certified by Fidelity Management Trust Company, the Plan's trustee, other than comparing such information to the related disclosures in the financial statements and supplemental schedules. Accordingly, the investment information presented in the statements of net assets available for benefits and the related statements of changes in net assets available for benefits has not been audited. The investment information included in the accompanying financial statements and supplemental schedules is based on data prepared and certified as complete and accurate by the trustee.

	December 31,	
	2024	2023
Investments at fair value:		
Cash	\$ 2,058,841	\$ 1,741,487
U.S. Treasury Bonds	-	26,832
Common stock	2,687,052	1,975,346
Shares of Registered Investment Companies	21,553,590	20,422,935
Investments at contract value:		
Common Collective Trusts	2,234,924	1,203,691
Notes Receivable from Participants	\$ 252,599	\$ 222,057

I. RISKS AND UNCERTAINTIES

The Plan invests in a variety of investment securities. These investments are subject to customary risks, including interest rate, market, and credit risk. It is reasonably possible that changes in the fair value of investment securities could 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.

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 & 2023

J. RELATED PARTY TRANSACTION

Certain Plan investments are shares of mutual funds managed by Fidelity Investments Institutional. Fidelity Investments Institutional serves as the Plan's recordkeeper and, accordingly, these transactions qualify as party-in-interest transactions. Fees paid for investment management services totaled \$7,725 and \$4,325 for the years ended December 31, 2024 and 2023, respectively.

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

K. RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500

The following table provides a reconciliation of net assets available for benefits as reported in the financial statements to the net assets reported on Schedule H of Form 5500:

	December 31,	
	2024	2023
Net assets available for benefits per the financial statements	\$ 28,787,006	\$ 25,592,348
Fully benefit responsive investment adjustment to fair value	<u>(134,417)</u>	<u>(68,524)</u>
Net assets available for benefits per Schedule H, Form 5500	<u>\$ 28,652,589</u>	<u>\$ 25,523,824</u>

L. DISTRIBUTION PAYABLE

As of December 31, 2024 and 2023, all net assets available for benefits were fully available, and no participant distributions were pending for participants who had requested a distribution prior to year-end.

SUPPLEMENTARY INFORMATION

TEMPCO ELECTRIC HEATER CORPORATION 401(k) PLAN
SCHEDULE OF ASSETS (HELD AT YEAR END)
FORM 5500, Schedule H, Item 4i
EIN 36-2749374 PN 001
December 31, 2024

(a)	(b)	(c)	(d)	(e)
		Description of Investment Including Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
<u>Cash</u>				
(1)	Fidelity Investments	Fidelity Government Money Market	*	645,237
(1)	Fidelity Investments	BrokerageLink - Cash	*	1,413,604
				<u>2,058,841</u>
<u>Common Stock</u>				
(1)	Fidelity Investments	BrokerageLink - Common Stock	*	2,687,052
<u>Common Collective Trusts</u>				
(1)	Fidelity Investments	Fidelity Managed Income Portfolio	*	2,100,507
<u>Mutual Funds</u>				
(1)	Fidelity Investments	BrokerageLink- Unit Trust	*	244,648
(1)	Fidelity Investments	Fidelity Contra Fund	*	1,110,812
(1)	Fidelity Investments	Fidelity Value Fund	*	740,111
(1)	Fidelity Investments	Fidelity Mortgage Securities	*	143,897
(1)	Fidelity Investments	Fidelity Select Healthcare	*	129,514
(1)	Fidelity Investments	Fidelity Select Technology	*	388,609
(1)	Fidelity Investments	Fidelity Select Utilities	*	40,281
(1)	Fidelity Investments	Fidelity Select Financial	*	9,774
(1)	Fidelity Investments	Fidelity Canada Fund	*	46,536
(1)	Fidelity Investments	Fidelity Blue Chip	*	6,145,538
(1)	Fidelity Investments	Fidelity Emerging Markets	*	49,395
(1)	Fidelity Investments	Fidelity Growth Strategies	*	1,083,885
(1)	Fidelity Investments	Fidelity Diversified International	*	654,673
(1)	Fidelity Investments	Fidelity Dividend Growth	*	862,699
(1)	Fidelity Investments	Fidelity Mid-Cap Stock	*	464,495
(1)	Fidelity Investments	Fidelity Small Cap Stock	*	119,746
(1)	Fidelity Investments	Fidelity Latin American	*	-
(1)	Fidelity Investments	Fidelity Freedom Income	*	127,431
(1)	Fidelity Investments	Fidelity Small Cap Discovery	*	253,186
(1)	Fidelity Investments	Fidelity Select Natural Resources	*	15,158
(1)	Fidelity Investments	Fidelity Select Industrials	*	28,778
(1)	Fidelity Investments	Fidelity Select Consumer Discr.	*	20,524
(1)	Fidelity Investments	Fidelity Large Cap Value	*	95,547
(1)	Fidelity Investments	Fidelity Freedom 2010	*	254,765
(1)	Fidelity Investments	Fidelity Freedom 2015	*	165,645
(1)	Fidelity Investments	Fidelity Freedom 2020	*	1,050,287
(1)	Fidelity Investments	Fidelity Freedom 2025	*	865,990
(1)	Fidelity Investments	Fidelity Freedom 2030	*	1,472,663
(1)	Fidelity Investments	Fidelity Freedom 2035	*	1,090,078
(1)	Fidelity Investments	Fidelity Freedom 2040	*	295,537
(1)	Fidelity Investments	Fidelity Freedom 2045	*	312,099
(1)	Fidelity Investments	Fidelity Freedom 2050	*	157,692
(1)	Fidelity Investments	Fidelity Freedom 2055	*	270,747
(1)	Fidelity Investments	Fidelity Freedom 2060	*	70,251
(1)	Fidelity Investments	Fidelity Freedom 2065	*	88,046
(1)	Fidelity Investments	Fidelity Freedom 2070	*	320
(1)	Fidelity Investments	Fidelity Total Market Index	*	1,806,470
(1)	Fidelity Investments	US Bond Index	*	877,763
				<u>21,553,590</u>
TOTAL INVESTMENTS PER FINANCIAL STATEMENTS				28,399,990
(2)	Notes Receivable from Participants	Interest Rates From 4.25% to 9.50%	-0-	252,599
TOTAL INVESTMENTS PER FORM 5500				28,652,589

(1) Fidelity Investments Institutional provides record services for the plan and is a party-in-interest as defined by the Employee Retirement Income Security Act 1974 (ERISA).

(2) A party-in-interest as defined by ERISA.

* Cost information has been omitted as investments are participant directed.

TEMPCO ELECTRIC HEATER CORPORATION 401(k) PLAN
SCHEDULE OF ASSETS (HELD AT YEAR END)
FORM 5500, Schedule H, Item 4i
EIN 36-2749374 PN 001
December 31, 2024

(a)	(b)	(c)	(d)	(e)
		Description of Investment Including Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
<u>Cash</u>				
(1)	Fidelity Investments	Fidelity Government Money Market	*	645,237
(1)	Fidelity Investments	BrokerageLink - Cash	*	1,413,604
				<u>2,058,841</u>
<u>Common Stock</u>				
(1)	Fidelity Investments	BrokerageLink - Common Stock	*	2,687,052
<u>Common Collective Trusts</u>				
(1)	Fidelity Investments	Fidelity Managed Income Portfolio	*	2,100,507
<u>Mutual Funds</u>				
(1)	Fidelity Investments	BrokerageLink- Unit Trust	*	244,648
(1)	Fidelity Investments	Fidelity Contra Fund	*	1,110,812
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(1)	Fidelity Investments	Fidelity Select Utilities	*	40,281
(1)	Fidelity Investments	Fidelity Select Financial	*	9,774
(1)	Fidelity Investments	Fidelity Canada Fund	*	46,536
(1)	Fidelity Investments	Fidelity Blue Chip	*	6,145,538
(1)	Fidelity Investments	Fidelity Emerging Markets	*	49,395
(1)	Fidelity Investments	Fidelity Growth Strategies	*	1,083,885
(1)	Fidelity Investments	Fidelity Diversified International	*	654,673
(1)	Fidelity Investments	Fidelity Dividend Growth	*	862,699
(1)	Fidelity Investments	Fidelity Mid-Cap Stock	*	464,495
(1)	Fidelity Investments	Fidelity Small Cap Stock	*	119,746
(1)	Fidelity Investments	Fidelity Latin American	*	-
(1)	Fidelity Investments	Fidelity Freedom Income	*	127,431
(1)	Fidelity Investments	Fidelity Small Cap Discovery	*	253,186
(1)	Fidelity Investments	Fidelity Select Natural Resources	*	15,158
(1)	Fidelity Investments	Fidelity Select Industrials	*	28,778
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(1)	Fidelity Investments	Fidelity Freedom 2010	*	254,765
(1)	Fidelity Investments	Fidelity Freedom 2015	*	165,645
(1)	Fidelity Investments	Fidelity Freedom 2020	*	1,050,287
(1)	Fidelity Investments	Fidelity Freedom 2025	*	865,990
(1)	Fidelity Investments	Fidelity Freedom 2030	*	1,472,663
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(1)	Fidelity Investments	Fidelity Freedom 2055	*	270,747
(1)	Fidelity Investments	Fidelity Freedom 2060	*	70,251
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(1)	Fidelity Investments	Fidelity Total Market Index	*	1,806,470
(1)	Fidelity Investments	US Bond Index	*	877,763
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TOTAL INVESTMENTS PER FINANCIAL STATEMENTS				28,399,990
(2)	Notes Receivable from Participants	Interest Rates From 4.25% to 9.50%	-0-	252,599
TOTAL INVESTMENTS PER FORM 5500				28,652,589

(1) Fidelity Investments Institutional provides record services for the plan and is a party-in-interest as defined by the Employee Retirement Income Security Act 1974 (ERISA).

(2) A party-in-interest as defined by ERISA.

* Cost information has been omitted as investments are participant directed.