

<b>Form 5500</b>  Department of the Treasury Internal Revenue Service  Department of Labor Employee Benefits Security Administration  Pension Benefit Guaranty Corporation	<b>Annual Return/Report of Employee Benefit Plan</b>  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).  <b>▶ Complete all entries in accordance with the instructions to the Form 5500.</b>	OMB Nos. 1210-0110 1210-0089  <h1 style="margin: 0;">2024</h1>  <b>This Form is Open to Public Inspection</b>
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**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.)

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:  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**

<b>1a</b> Name of plan <u>PND ENGINEERS, INC. 401(K) PROFIT SHARING PLAN</u>	<b>1b</b> Three-digit plan number (PN) ▶ <u>001</u>
<b>2a</b> 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) <u>PND ENGINEERS, INC.</u>  <u>1506 W 36TH AVENUE</u> <u>ANCHORAGE, AK 99503-3612</u>	<b>1c</b> Effective date of plan <u>03/01/1983</u>  <b>2b</b> Employer Identification Number (EIN) <u>92-0072819</u>  <b>2c</b> Plan Sponsor's telephone number <u>907-561-1011</u>  <b>2d</b> Business code (see instructions) <u>541310</u>

**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.

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/03/2025	DOUG KENLEY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	191
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	116
	<b>6a(2)</b>	119
	<b>6b</b>	2
	<b>6c</b>	74
	<b>6d</b>	195
	<b>6e</b>	2
	<b>6f</b>	197
	<b>6g(1)</b>	189
<b>6g(2)</b>	197	
<b>6h</b>	8	
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

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

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

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

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

**a Pension Schedules**

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

**b General Schedules**

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

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

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**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.

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**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 \_\_\_\_\_

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

<b>A</b> Name of plan <b>PND ENGINEERS, INC. 401(K) PROFIT SHARING PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>PND ENGINEERS, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>92-0072819</b>	

**Part I Service Provider Information (see instructions)**

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

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

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

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

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

**CHARLES SCHWAB TRUST BANK**

**42-1558009**

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

**NWPS**

**91-2090931**

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

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**(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)

UBS FINANCIAL SERVICES, INC.

1285 AVENUE OF THE AMERICAS  
NEW YORK, NY 10019

13-2638166

(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 65	NONE	230874	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

NWPS

91-2090931

(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?
15 16 37 38 50 60 64 65 70	NONE	13396	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

**Part I Service Provider Information (continued)**

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

<b>A</b> Name of plan <u>PND ENGINEERS, INC. 401(K) PROFIT SHARING PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>PND ENGINEERS, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>92-0072819</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>T. ROWE PRICE STABLE VALUE A</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>T. ROWE PRICE</u>		
<b>c</b> EIN-PN <u>52-1309930-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>7996</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>COHEN &amp; STEERS COLLECTIVE INVESTMEN</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>SEI TRUST COMPANY</u>		
<b>c</b> EIN-PN <u>46-3411346-064</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>232091</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**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)

**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)



<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>PND ENGINEERS, INC. 401(K) PROFIT SHARING PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>PND ENGINEERS, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>92-0072819</b>

<b>Part I</b>	<b>Asset and Liability Statement</b>
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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
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	522	2453
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	1990633	2164309
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	0	15879
<b>(3)</b> Other .....	<b>1b(3)</b>	51449	65842
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	769808	855098
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	2463590	2573252
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>	3054560	3875589
<b>(B)</b> All other .....	<b>1c(3)(B)</b>		
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>	16213009	16832568
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>		
<b>(8)</b> Participant loans .....	<b>1c(8)</b>		
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	2995	240087
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>		
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	14278277	17138810
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>		
<b>(15)</b> Other .....	<b>1c(15)</b>		

<b>1d</b> Employer-related investments:		<b>(a)</b> Beginning of Year	<b>(b)</b> End of Year
(1) Employer securities.....	<b>1d(1)</b>		
(2) Employer real property.....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>		
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	38824843	43763887
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>		
<b>h</b> Operating payables.....	<b>1h</b>		
<b>i</b> Acquisition indebtedness.....	<b>1i</b>		
<b>j</b> Other liabilities.....	<b>1j</b>	203	70
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	203	70
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	38824640	43763817

**Part II Income and Expense Statement**

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

<b>Income</b>		<b>(a)</b> Amount	<b>(b)</b> Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	2737790	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	630858	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>	12020	
(2) Noncash contributions.....	<b>2a(2)</b>		
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		3380668
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>	7808	
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>	104536	
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>	140342	
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>		
<b>(F)</b> Other.....	<b>2b(1)(F)</b>		
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		252686
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>	288161	
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	567616	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		855777
(3) Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>	14271132	
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>	12654621	
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		1616511
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>	1039634	
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		157
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		6461
<b>c</b> Other income .....	<b>2c</b>		
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	<b>2d</b>		7151894

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	<b>2e(1)</b>	1907258	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other .....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		1907258
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		39505
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	<b>2g</b>		
<b>h</b> Interest expense .....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>		
(3) Recordkeeping fees .....	<b>2i(3)</b>	13396	
(4) IQPA audit fees .....	<b>2i(4)</b>		
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	230874	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>	8203	
(7) Actuarial fees .....	<b>2i(7)</b>		
(8) Legal fees .....	<b>2i(8)</b>		
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses .....	<b>2i(11)</b>	13481	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		265954
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	<b>2j</b>		2212717

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		4939177
<b>l</b> Transfers of assets:			
(1) To this plan .....	<b>2l(1)</b>		
(2) From this plan .....	<b>2l(2)</b>		

**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: **SWALLING & ASSOCIATES, PC**

(2) EIN: **92-0138439**

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

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

**Part IV Compliance Questions**

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

During the plan year:

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

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

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

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

**5c** Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) .....  Yes  No  Not determined  
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year \_\_\_\_\_.

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

<b>A</b> Name of plan <u>PND ENGINEERS, INC. 401(K) PROFIT SHARING PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>PND ENGINEERS, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>92-0072819</u>	

<b>Part I</b>	<b>Distributions</b>
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**All references to distributions relate only to payments of benefits during the plan year.**

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

1		0
---	--	---

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
 EIN(s): 92-0072819 42-1558009

**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	
---	--

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

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

**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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Part VII IRS Compliance Questions**

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

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

**22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q703912A.

**Financial Statements  
and Supplemental Schedules**

**PND Engineers, Inc. 401(k)  
Profit Sharing Plan**

**December 31, 2024 and 2023**



**PND Engineers, Inc. 401(k) Profit Sharing Plan  
December 31, 2024 and 2023**

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\* *All other schedules required by Section 2520.103-10 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because the schedules are not required and/or applicable.*



## **Independent Auditor's Report**

To the Board of Trustees  
PND Engineers, Inc. 401(k) Profit Sharing Plan  
Anchorage, Alaska

### ***Opinion***

We have audited the financial statements of the PND Engineers, Inc. 401(k) Profit Sharing Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of 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.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of PND Engineers, Inc. 401(k) Profit Sharing Plan as of December 31, 2024 and 2023, and the changes in its net assets available for benefits for the year ended December 31, 2024, in accordance with accounting principles generally accepted in the United States of America.

### ***Basis for Opinion***

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of PND Engineers, Inc. 401(k) Profit Sharing Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our 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.

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 PND Engineers, Inc. 401(k) Profit Sharing Plan's ability to continue as a going concern for one year after the date the financial statements are 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***

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 substantial likelihood that, individually or in 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 PND Engineers, Inc. 401(k) Profit Sharing Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about PND Engineers, Inc. 401(k) Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

To the Board of Trustees  
PND Engineers, Inc. 401(k) Profit Sharing Plan

***Supplemental Schedules Required by ERISA***

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules, Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2024, Schedule H, Line 4i – Schedule of Assets (Acquired and Disposed of Within Year) for the year ended December 31, 2024, and Schedule H, Line 4j – Schedule of Reportable Transactions for the year ended December 31, 2024, are presented for the 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 Plan management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

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

*Swalling & Associates, P.C.*

Anchorage, Alaska  
September 24, 2025

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**Statements of Net Assets Available for Benefits**  
**December 31, 2024 and 2023**

	<u>2024</u>	<u>2023</u>
<b>Assets</b>		
Investments, at fair value	\$ 41,515,405	\$ 36,782,239
Receivables:		
Employer contributions	2,164,309	1,990,633
Employee contributions	15,879	-
Accrued interest	65,841	51,449
	<u>2,246,029</u>	<u>2,042,082</u>
Total receivables		
Non-interest bearing cash	<u>2,453</u>	<u>522</u>
Total assets	<u>43,763,887</u>	<u>38,824,843</u>
<b>Liabilities</b>		
Accrued expenses	<u>70</u>	<u>203</u>
<b>Net assets available for benefits</b>	<u><u>\$ 43,763,817</u></u>	<u><u>\$ 38,824,640</u></u>

*See accompanying notes to financial statements.*

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**Statement of Changes in Net Assets Available for Benefits**  
**Year Ended December 31, 2024**

**Additions**

Investment income:	
Interest and dividends	\$ 1,108,454
Net appreciation in fair value of investments	<u>2,646,883</u>
Net investment income	<u>3,755,337</u>
Contributions:	
Participants	633,270
Employer	2,737,790
Rollover	<u>12,020</u>
Total contributions	<u>3,383,080</u>
Total additions	<u>7,138,417</u>

**Deductions**

Benefits paid to participants	1,946,763
Administrative expenses	<u>252,477</u>
Total deductions	<u>2,199,240</u>
Net increase	4,939,177
Net assets available for benefits, beginning of year	<u>38,824,640</u>
Net assets available for benefits, end of year	<u><u>\$ 43,763,817</u></u>

*See accompanying notes to financial statements.*

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**Notes to Financial Statements**  
**December 31, 2024 and 2023**

**Note 1 – Description of the Plan**

The following is a summary of the general provisions of the PND Engineers, Inc. 401(k) Profit Sharing Plan (the Plan). Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan that covers all employees of PND Engineers, Inc. (the Company) who have completed 250 hours of service in a three month period or once you have completed one year of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. The Plan was amended and restated effective January 1, 2022 to include amendments required for the Coronavirus Aid, Relief, and Economic Security Act.

Setting Every Community Up for Retirement Enhancement 2.0 Act of 2022 (Secure 2.0 Act)

On December 29, 2022, the SECURE 2.0 Act was signed into law. It includes mandatory and optional provisions impacting defined contribution plans. Key provisions that may affect plan participants currently and/or in the future include increasing the age for Required Minimum Distributions and provisions relating to catch-up contributions. Applicable provisions outlined in the SECURE 2.0 Act will be adopted if elected and/or required. Plan amendments for these changes are not yet required. The deadline for adopting plan amendments has been extended, most recently to no later than December 31, 2026.

Contributions

The amount of profit-sharing contribution is determined annually by the Company. Each participant is assigned a contribution percent and a contribution amount in a motion approved annually by the Board of Directors. Contributions are allocated to those employees who have worked at least 1,000 hours during the Plan year.

Participants may elect to contribute 401(k) or Roth contributions up to 100% of pretax or after-tax eligible compensation, as defined by the plan document, subject to certain limitations under the Internal Revenue Code (IRC). Eligible participants who have attained age 50 may elect an additional catch-up contribution, subject to certain limitations under the IRC.

The Company made a safe harbor contribution of 3% of gross compensation as defined in the plan document in 2024.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**Notes to Financial Statements (Continued)**  
**December 31, 2024 and 2023**

**Note 1 – Description of the Plan (Continued)**

Participant Accounts

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

Vesting

Participants are vested immediately in their elective deferral account, rollover contribution account, qualified non-elective contribution account, and their safe harbor contribution account plus earnings thereon.

Participants are subject to a two to six year graded vesting schedule (20% per year starting with two years of vesting service) for the profit-sharing contribution account and 100% vested after six years of completed service. A year of service is a plan year in which a participant works 1,000 hours or more.

Payment of Benefits

Upon termination of service for any reason, the participant may elect to receive an amount equal to the value of their vested benefit as follows:

- If the vested balance is \$1,000 or less, the participant will receive a single sum payment.
- If the vested balance is between \$1,000 and \$5,000, the participant may elect to receive the distribution as a single sum payment or as a direct rollover. If this election is not made, the vested benefits will be directly rolled over to an IRA established for the participant's benefit.
- If the vested benefit exceeds \$5,000, the participant may elect to receive a distribution as a single sum payment, a direct rollover, or in a series of installment payments, following the first valuation date following the participant's termination of employment.

Forfeited Accounts

Forfeitures of nonvested accounts are applied to reduce future employer contributions or to pay administrative expenses. As of December 31, 2024 and 2023, forfeited nonvested accounts totaled \$39,074 and \$19,313, respectively. Forfeitures totaling \$35,797 were used to offset administrative expenses.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**Notes to Financial Statements (Continued)**  
**December 31, 2024 and 2023**

**Note 2 – Summary of Significant Accounting Policies**

Basis of Accounting

The accompanying financial statements of the Plan have been prepared on the accrual basis.

Use of Estimates

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 certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. The fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes capital gain distributions and gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits

Benefits are recorded as distributions when paid.

Administrative Expenses

The Company has absorbed some annual administrative costs of the Plan. Expenses that are paid by the Company are excluded from these financial statements. Investment management fees are paid by the Plan and are paid by forfeitures or are deducted from investment earnings prior to allocation of earnings to participant accounts.

Subsequent Events

Management has evaluated subsequent events through September 24, 2025, the date the financial statements were available to be issued.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**Notes to Financial Statements (Continued)**  
**December 31, 2024 and 2023**

**Note 3 – Fair Value Measurements**

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

*Level 1* – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

*Level 2* – Inputs to the valuation methodology include the following:

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

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

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

The asset's 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 relevant observable inputs and minimize the use of unobservable inputs.

The 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.

*Corporate common stocks:* Valued at the closing price reported in the active market on which the securities are traded.

*Corporate bonds:* Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

*Mutual funds:* Valued at the net asset value (NAV) of shares held by the Plan.

*Interest bearing cash:* Valued at amortized cost which approximates fair value.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**Notes to Financial Statements (Continued)**  
**December 31, 2024 and 2023**

**Note 3 – Fair Value Measurements (Continued)**

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

*Common collective trust funds:* Valued using NAV, as a practical expedient for fair value, provided by the Plan’s trustee. The NAV is based on the value of the underlying assets owned by the fund, minus its liabilities, and divided by the number of shares outstanding. The funds are direct filing entities.

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

	<b>2024</b>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$ 17,138,811	\$ -	\$ -	\$ 17,138,811
Corporate common stock	16,832,567	-	-	16,832,567
Corporate bonds	-	3,875,589	-	3,875,589
U.S. government securities	-	2,573,253	-	2,573,253
Interest bearing cash	<u>855,098</u>	<u>-</u>	<u>-</u>	<u>855,098</u>
	<u>\$ 34,826,476</u>	<u>\$ 6,448,842</u>	<u>\$ -</u>	41,275,318
Common collective trust funds*				<u>240,087</u>
				<u>\$ 41,515,405</u>
	<b>2023</b>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Corporate common stock	\$ 16,213,009	\$ -	\$ -	\$ 16,213,009
Mutual funds	14,278,277	-	-	14,278,277
Corporate bonds	-	3,054,560	-	3,054,560
U.S. government securities	-	2,463,590	-	2,463,590
Interest bearing cash	<u>769,808</u>	<u>-</u>	<u>-</u>	<u>769,808</u>
	<u>\$ 31,261,094</u>	<u>\$ 5,518,150</u>	<u>\$ -</u>	36,779,244
Common collective trust fund*				<u>2,995</u>
				<u>\$ 36,782,239</u>

\* Certain investments that are measured at fair value using the NAV per share (or its equivalent), as a practical expedient, have not been classified in the fair value hierarchy. The fair value amounts presented on these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of net assets available for benefits.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**Notes to Financial Statements (Continued)**  
**December 31, 2024 and 2023**

**Note 3 – Fair Value Measurements (Continued)**

Fair Value of Investments that Calculate Net Asset Value

The following table presents the common collective trust funds measured at fair value based on NAV per share as of December 31, 2024 and 2023, respectively.

	<b>December 31, <u>2024</u></b>	<b>December 31, <u>2023</u></b>	<b><u>Unfunded Commitment</u></b>	<b><u>Redemption Frequency</u></b>	<b><u>Redemption Notice Period</u></b>
Cohen & Steers U.S. Realty Fund C-BE	\$ 232,090	\$ -	N/A	Daily	None
T. Rowe Price Stable Value A Fund	<u>7,997</u>	<u>2,995</u>	N/A	Daily	None
	<u>\$ 240,087</u>	<u>\$ 2,995</u>			

**Note 4 – Nonparticipant-Directed Investments**

Information about the net assets and the significant components of the changes in net assets relating to the nonparticipant-directed investments is as follows.

	<b><u>December 31,</u></b>	
	<b><u>2024</u></b>	<b><u>2023</u></b>
Net assets:		
Corporate common stock	\$ 16,832,567	\$ 16,213,009
Mutual funds	13,543,808	12,006,857
Corporate bonds	3,875,589	3,054,560
U.S. government securities	2,573,253	2,463,590
Interest bearing cash	855,098	769,808
Common collective trust	<u>170,272</u>	<u>-</u>
	<u>\$ 37,850,587</u>	<u>\$ 34,507,824</u>
Changes in net assets:		<b><u>Year ended December 31, 2024</u></b>
Contributions		\$ 1,983,668
Net investment income		3,389,132
Benefits paid to participants		(1,776,974)
Administrative expenses		(247,463)
Transfers to participant-directed investments		<u>(5,600)</u>
		<u>\$ 3,342,763</u>

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**Notes to Financial Statements (Continued)**  
**December 31, 2024 and 2023**

**Note 5 – Related Party Transactions and Party-in-Interest Transactions**

UBS Financial Services, Inc. and Charles Schwab Trust Bank, the custodians of the Plan, manage certain Plan investments. Therefore, these transactions qualify as party-in-interest transactions and are denoted as such on the supplemental schedule, Schedule of Assets (Held at End of Year).

The Company provides certain accounting and administrative services to the Plan for which no fees are charged. The Company charges a fee to participants for distributions that require a special valuation and to participants who withdraw multiple distributions during the plan year.

**Note 6 – Plan Termination**

It is the intention of the Company to maintain the Plan. However, in the event the Plan is terminated, the assets of the Plan will be allocated solely for the benefit of its participants and their beneficiaries. In the event of plan termination, each respective participant's account, net of any termination fees, will become fully vested and will be distributed to each participant in accordance with the plan agreement.

**Note 7 – Tax Status**

The Internal Revenue Service (IRS) has determined and informed the Plan's volume submitter sponsor by an opinion letter dated June 30, 2020, that the Non-Standardized Pre-Approved Profit Sharing Plan with CODA sponsored by CCH Incorporated dba FTWilliam Com, which has been adopted by the Plan, is acceptable pursuant to Section 401 of the IRC and in compliance with the applicable requirements of the IRC. The Plan has not requested its own determination letter from the IRS. Although the Plan has been amended since receiving the opinion letter, the Plan Administrator believes the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and, therefore, believes the Plan is qualified, and the related trust is tax-exempt.

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 if the Plan has taken an uncertain position that, more likely than not, would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**Notes to Financial Statements (Continued)**  
**December 31, 2024 and 2023**

**Note 8 – Risks and Uncertainties**

Credit Risk

The Plan maintains its cash balances in interest and non-interest-bearing deposit accounts at UBS Bank USA. The Federal Deposit Insurance Corporation (FDIC) provides basic deposit insurance to a limit of \$250,000. The Plan's uninsured cash balances as of December 31, 2024 and 2023 were approximately \$608,000 and \$520,000, respectively.

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

## **Supplemental Schedules**

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	* UBS BANK USA DEPOSIT ACCOUNT	Interest Bearing	\$ 813,914	\$ 813,914
	FEDERATED HERMES GOVT OBL FUND CLASS ADVISOR	40,699 Interest Bearing	40,699	40,699
	* SCHWAB BANK SAVINGS	Interest Bearing	485	485
	BOYD GAMING CORP 4.75% 12/01/27	114,000 Corporate Bond	116,082	110,214
	BERRY GLOB INC 1.57% 01/15/26	90,000 Corporate Bond	86,508	86,853
	MICROCHIP TECHNOLOGY INC 4.25% 09/01/25	87,000 Corporate Bond	90,833	86,638
	STEEL DYNAMICS INC 2.40% 06/15/25	87,000 Corporate Bond	85,598	85,972
	MOLSON COORS BREWING CO 3.00% 07/15/26	88,000 Corporate Bond	86,220	85,716
	ALLEGION PLC 3.50% 10/01/29	91,000 Corporate Bond	86,951	85,039
	FLEX LTD 5.25% 01/15/32	86,000 Corporate Bond	86,883	84,595
	BLOCK FINANCIAL 2.50% 07/15/28	93,000 Corporate Bond	86,868	84,584
	HP INC 4.20% 04/15/32	90,000 Corporate Bond	85,693	84,308
	IQVIA INC 6.250% 02/01/29	81,000 Corporate Bond	86,279	83,749
	OLIN CORP 5.625% 08/01/29	86,000 Corporate Bond	83,130	83,614
	VERIZON COMMUNICATIONS 2.55% 03/21/31	97,000 Corporate Bond	86,860	83,588
	CONAGRA FOODS INC 4.850% 11/01/28	84,000 Corporate Bond	85,620	83,494
	FISERV INC 5.625% 08/21/33	82,000 Corporate Bond	85,931	83,472
	MARRIOTT INTL 4.625% 06/15/30	85,000 Corporate Bond	84,170	83,394
	ZIMMER BIOMET HLDGS INC 5.35% 12/01/28	82,000 Corporate Bond	84,422	83,240
	QUANTA SERVICES INC 5.25% 08/09/34	85,000 Corporate Bond	84,840	83,116
	LKQ CORP 6.25% 06/15/33	80,000 Corporate Bond	84,980	82,538
	QORVO INC 4.375% 10/15/29	88,000 Corporate Bond	90,556	82,529
	PHILIP MORRIS INTL 5.375% 02/15/33	82,000 Corporate Bond	85,513	82,178
	FORTUNE BRANDS HOME & SECURITY 5.875% 06/01/33	80,000 Corporate Bond	83,380	82,062
	ENCOMPASS HEALTH CORP 4.50% 02/01/28	79,000 Corporate Bond	83,175	76,229
	YUM! BRANDS INC 5.375% 04/01/32	68,000 Corporate Bond	67,023	65,855
	UNITED RENTALS NORTH AM 4.00% 07/15/30	72,000 Corporate Bond	68,130	65,537
	MOTOROLA SOLUTIONS INC 5.60% 06/01/32	62,000 Corporate Bond	64,568	63,284
	WILLIS NA INC 2.95% 09/15/29	68,000 Corporate Bond	58,362	61,842
	B A T CPTL CORP 6.421% 08/02/33	58,000 Corporate Bond	60,945	61,308
	GLOBAL PAYME INC 2.65% 02/15/25	61,000 Corporate Bond	62,771	60,809
	L BRANDS INC 7.50% 06/15/29	58,000 Corporate Bond	59,160	59,770
	AMERICAN TOWER CORP 4.00% 06/01/25	60,000 Corporate Bond	62,336	59,720
	CROWN CASTLE INC 5.20% 09/01/34	61,000 Corporate Bond	61,342	59,463
	ALTRIA GROUP INC 4.80% 02/14/29	60,000 Corporate Bond	57,109	59,302
	CDW LLC / CDW FIN CORP 4.250% 04/01/28	60,000 Corporate Bond	62,538	58,142
	AT&T INC 4.10% 02/15/28	59,000 Corporate Bond	68,416	57,750
	ORACLE CORP 6.25% 11/09/32	53,000 Corporate Bond	54,961	56,201
	WABTEC 4.700% 09/15/28	56,000 Corporate Bond	61,635	55,457
	DOLLAR TREE INC 4.20% 05/15/28	57,000 Corporate Bond	62,600	55,427
	TENET HEALTHCARE CORP 6.125% 10/01/28	55,000 Corporate Bond	52,305	54,898
	HCA INC 5.625% 09/01/28	54,000 Corporate Bond	62,775	54,715
	FLIR SYSEMS INC 2.50% 08/01/30	62,000 Corporate Bond	55,801	54,170
	DISCOVERY COMM INC 3.950% 03/20/28	57,000 Corporate Bond	60,536	53,973
	L BRANDS INC 5.25% 02/01/28	52,000 Corporate Bond	52,000	51,197
	SVC CORP INTL 5.125% 06/01/29	49,000 Corporate Bond	53,903	47,409
	EXPEDIA GROUP INC 3.25% 02/15/30	50,000 Corporate Bond	43,942	46,090
	LOWE'S COS INC 5.15% 07/01/33	44,000 Corporate Bond	44,959	43,776
	TRANSDIGM INC 5.50% 11/15/27	43,000 Corporate Bond	40,471	42,253
	CA INC 4.70% 03/15/27	43,000 Corporate Bond	43,313	42,148
	UNITED RENTALS NORTH AM 5.50% 05/15/27	39,000 Corporate Bond	41,779	38,763
	SBA COMMUNICATIONS CORP 3.125% 02/01/29	42,000 Corporate Bond	36,519	37,911

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	SVC CORP INTL 5.750% 10/15/32	36,000 Corporate Bond	\$ 36,360	\$ 34,919
	DICK'S SPORTING GOODS 3.15% 01/15/32	36,000 Corporate Bond	32,597	31,559
	HCA INC 5.875% 02/15/26	30,000 Corporate Bond	30,338	30,150
	TELEDYNE TECHONOLOGIES 2.75% 04/01/31	34,000 Corporate Bond	30,660	29,527
	DOLLAR TREE INC 2.65% 12/01/31	34,000 Corporate Bond	29,286	28,724
	WABTEC CORP 5.611% 03/11/34	28,000 Corporate Bond	29,677	28,372
	ORACLE CORP 2.95% 01/01/30	30,000 Corporate Bond	27,687	27,097
	CARLISLE COS INC 2.75% 03/01/30	30,000 Corporate Bond	27,657	26,865
	CDW LLC / CDW FIN CORP 3.569% 12/01/31	30,000 Corporate Bond	27,273	26,701
	AMERICAN TOWER CORP 3.375% 10/15/26	27,000 Corporate Bond	26,390	26,372
	GLOBAL PAYMENTS INC 5.40% 08/15/32	25,000 Corporate Bond	25,876	25,004
	BROADCOMM INC 4.150% 11/15/30	26,000 Corporate Bond	25,362	24,870
	ALTRIA GROUP INC 6.875% 11/01/33	22,000 Corporate Bond	24,941	23,882
	MAGALLANES INC 4.279% 03/15/32	27,000 Corporate Bond	24,304	23,800
	CROWN CASTLE INTL CORP 5.80% 03/01/34	23,000 Corporate Bond	23,616	23,445
	B A T CAPITAL CORP 4.906% 04/02/30	22,000 Corporate Bond	22,298	21,738
	SERVICE CORP INTL 4.625% 12/15/27	21,000 Corporate Bond	22,260	20,432
	MOTOROLA SOLUTIONS INC 4.60% 02/23/28	20,000 Corporate Bond	19,888	19,816
	BROADCOM INC 4.11% 09/15/28	18,000 Corporate Bond	20,340	17,589
	GENUINE PARTS CO 4.950% 08/15/29	15,000 Corporate Bond	14,884	14,932
	SBA COMMUNICATIONS CORP 3.875% 02/15/27	14,000 Corporate Bond	14,560	13,421
	EXPEDIA GROUP INC 4.625% 08/01/27	8,000 Corporate Bond	7,639	7,966
	DISCOVERY COMMUNICATIONS 3.625% 05/15/30	8,000 Corporate Bond	6,929	7,116
	SERVICE CORP INTL 3.375% 08/15/30	8,000 Corporate Bond	6,870	7,000
	US TREASURY NOTE 2.25% 08/15/27	906,000 Government Security	898,118	861,090
	UNITED STATES T 2.875% 11/15/46	247,000 Government Security	212,369	179,673
	UNITED STATES T 3.125% 08/15/44	196,000 Government Security	178,907	152,390
	US TREASURY NOTE 2.75% 08/15/32	231,000 Government Security	210,760	204,860
	US TREASURY NOTE 4.125% 11/15/32	209,000 Government Security	214,635	203,848
	FNMA PL MA4600 3.50% 05/01/52	149,000 Government Security	116,827	110,771
	FNMA PL MA5027 4.00% 05/01/53	118,000 Government Security	105,015	99,857
	FNMA PL CB7316 4.00% 10/01/53	74,000 Government Security	65,067	64,765
	FHLMC PL RA7189 3.50% 04/01/52	77,000 Government Security	58,862	57,415
	FNMA PL FS6601 3.50% 12/01/53	67,000 Government Security	56,548	56,411
	FNMA PL MA4885 3.00% 11/01/52	64,000 Government Security	51,341	48,464
	FNMA PL CB5118 4.00% 11/01/52	47,000 Government Security	37,708	36,975
	FNMA PL FS0675 3.00% 02/01/52	42,000 Government Security	29,441	28,548
	FNMA PL BW4879 3.00% 04/01/53	31,000 Government Security	24,607	24,519
	FHLMC PL SD8256 4.00% 10/01/52	28,000 Government Security	23,153	22,603
	FNMA PL AL7231 3.50% 08/01/45	114,000 Government Security	23,482	20,306
	FNMA PL MA2771 3.00% 10/01/46	117,000 Government Security	23,641	19,899
	FNMA PL MA4731 3.50% 09/01/52	19,000 Government Security	15,114	14,926
	FHLMC PL SD4553 3.00% 09/01/53	17,000 Government Security	13,631	13,609
	FNMA PL FM3664 4.00% 03/01/49	85,000 Government Security	15,685	13,560
	FNMA PL MA4358 3.50% 06/01/51	30,000 Government Security	14,987	12,687
	FNMA PL BT7848 3.50% 07/01/52	16,000 Government Security	12,731	12,635
	FNMA PL BW6230 4.00% 09/01/52	16,000 Government Security	12,764	12,568
	FNMA PL MA5572 3.50% 11/01/54	14,000 Government Security	12,350	12,147
	FHLMC PL QE6074 4.00% 07/01/52	15,000 Government Security	12,846	12,114
	FHLMC PL G07961 3.50% 03/01/45	85,000 Government Security	13,078	11,384
	FHLMC PL SD8202 3.50% 03/01/52	16,000 Government Security	13,084	11,322
	FHLMC PL SD8244 4.00% 09/01/52	14,000 Government Security	11,482	11,295

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	FNMA PL AL7206 4.00% 08/01/45	111,000 Government Security	\$ 12,065	\$ 10,498
	FNMA PL MA4963 3.50% 03/01/53	13,000 Government Security	10,503	10,404
	FNMA PL CA3872 3.50% 07/01/49	101,000 Government Security	12,284	10,391
	FNMA PL MA3774 3.00% 09/01/49	72,000 Government Security	11,446	9,621
	FHLMC PL RA6945 3.50% 03/01/52	13,000 Government Security	9,424	9,431
	FNMA PL MA3026 3.50% 06/01/47	85,000 Government Security	10,724	9,379
	FNMA PL CB5664 4.00% 02/01/53	11,000 Government Security	8,896	9,237
	FNMA PL FM9681 4.00% 08/01/51	18,000 Government Security	9,907	8,617
	FNMA PL MA3466 3.50% 09/01/48	74,000 Government Security	8,181	7,238
	FNMA PL FS1030 3.00% 03/01/52	10,000 Government Security	6,928	7,190
	FNMA PL CA3866 3.50% 07/01/49	54,000 Government Security	7,662	6,487
	FNMA PL FM7031 4.00% 01/01/51	20,000 Government Security	7,192	6,300
	FHLMC PL SD8225 3.00% 07/01/52	8,000 Government Security	6,089	6,035
	FHLMC PL SD8214 3.50% 05/01/52	8,000 Government Security	6,602	5,982
	FHLMC PL SD8163 3.50% 08/01/51	13,000 Government Security	6,594	5,597
	FNMA PL MA3686 3.50% 06/01/49	61,000 Government Security	6,423	5,537
	FNMA PL MA4528 4.00% 12/01/51	12,000 Government Security	6,050	5,510
	FNMA PL FM7599 3.50% 01/01/51	15,000 Government Security	6,230	5,266
	FNMA PL MA3331 3.00% 04/01/48	28,000 Government Security	4,763	4,280
	FNMA PL MA5135 4.0% 08/01/53	5,000 Government Security	4,321	4,267
	FNMA PL BN6594 4.00% 05/01/49	29,000 Government Security	4,679	4,067
	FNMA PL MA3803 3.50% 10/01/49	32,000 Government Security	4,715	4,031
	FNMA PL BP9638 3.00% 06/01/50	13,000 Government Security	4,932	4,016
	FNMA PL AS4168 4.00% 12/01/44	31,000 Government Security	4,450	3,858
	FHLMC PL QA5381 3.00% 12/01/49	19,000 Government Security	4,708	3,847
	FNMA PL MA3871 3.00% 12/01/49	22,000 Government Security	4,673	3,833
	FNMA PL FM6039 3.50% 06/01/50	11,000 Government Security	4,445	3,742
	FHLMC PL SD8213 3.00% 05/01/52	5,000 Government Security	4,132	3,657
	FNMA PL AS5942 4.00% 10/01/45	38,000 Government Security	4,122	3,636
	FNMA PL FM5750 4.00% 08/01/50	14,000 Government Security	4,150	3,573
	FNMA PL CB2556 3.00% 01/01/52	5,000 Government Security	3,782	3,565
	FHLMC PL G08624 4.00% 01/01/45	40,000 Government Security	3,721	3,234
	FHLMC PL SD8057 3.50% 04/01/50	15,000 Government Security	3,775	3,205
	FNMA PL MA4020 3.00% 05/01/50	12,000 Government Security	3,823	3,110
	FNMA PL CB3914 4.00% 06/01/52	4,000 Government Security	3,125	3,034
	FHLMC PL C09071 4.00% 02/01/45	62,000 Government Security	3,428	2,973
	FNMA PL FM4251 3.50% 12/01/49	18,000 Government Security	3,477	2,918
	FNMA PL MA3467 4.00% 09/01/48	37,000 Government Security	3,050	2,785
	FNMA PL FM1598 4.00% 02/01/49	30,000 Government Security	3,159	2,766
	FNMA PL MA2920 3.00% 03/01/47	12,000 Government Security	3,166	2,748
	FNMA PL BO7222 4.00% 01/01/50	13,000 Government Security	2,945	2,547
	FHLMC PL SD8221 3.50% 06/01/52	3,000 Government Security	2,493	2,281
	FNMA PL BM1066 4.00% 02/01/47	15,000 Government Security	2,295	2,024
	FNMA PL MA3991 3.00% 04/01/50	10,000 Government Security	2,479	2,013
	FNMA PL MA3746 4.00% 08/01/49	17,000 Government Security	2,160	1,926
	FNMA PL MA3906 3.50% 01/01/50	13,000 Government Security	2,231	1,900
	FNMA PL MA3960 3.00% 03/01/50	10,000 Government Security	2,285	1,878
	FNMA PL MA3521 4.00% 11/01/48	20,000 Government Security	1,882	1,637
	FNMA PL MA3804 4.00% 10/01/49	11,000 Government Security	1,854	1,609
	FHLMC PL ZA6946 4.00% 05/01/49	18,000 Government Security	1,761	1,533
	FHLMC PL SD8003 4.00% 07/01/49	13,000 Government Security	1,567	1,396
	FNMA PL MA3592 4.00% 02/01/49	23,000 Government Security	1,565	1,382

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**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**EIN: 92-0072819 Plan: 001**  
**Plan Year: December 31, 2024**

**Attachment to 2024 Form 5500, Schedule H, Line 4i**  
**Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	FHLMC PL SD8086 4.00% 08/01/50	6,000 Government Security	\$ 1,552	\$ 1,343
	FNMA PL MA3495 4.00% 10/01/48	13,000 Government Security	1,169	1,014
	FNMA PL MA4084 4.00% 07/01/50	3,000 Government Security	861	743
	FNMA PL MA3637 3.50% 04/01/49	9,000 Government Security	827	720
	FHLMC PL ZT1952 4.00% 05/01/49	7,000 Government Security	679	606
	FNMA PL FM3278 3.50% 11/01/48	1,000 Government Security	230	195
	APPLE INC	1,998 shares Common Stock	293,239	500,339
	MICROSOFT CORP	1,007 shares Common Stock	247,899	424,452
	NVIDIA CORP	1,868 shares Common Stock	40,794	250,854
	TAIWAN SEMICONDUCTOR MFG CO LTD ADR	1,198 shares Common Stock	179,870	236,592
	BERKSHIRE HATHAWAY INC NEW CL B	454 shares Common Stock	109,100	205,789
	BLACKROCK INC	186 shares Common Stock	82,020	190,670
	JOHNSON & JOHNSON COM	1,308 shares Common Stock	193,709	189,163
	AIR PROD & CHEMICAL INC	633 shares Common Stock	155,794	183,595
	PHILIP MORRIS INTL INC	1,447 shares Common Stock	125,268	174,146
	PROGRESSIVE CORP OHIO	703 shares Common Stock	69,004	168,446
	META PLATFORMS INC CL A	285 shares Common Stock	79,675	166,870
	TEXAS INSTRUMENTS	874 shares Common Stock	110,367	163,884
	SAP SE SPON ADR	659 shares Common Stock	155,831	162,253
	LOWES COMPANIES INC	618 shares Common Stock	71,479	152,522
	SAFRAN SA ADR	2,757 shares Common Stock	117,419	150,257
	NORFOLK STHN CORP	619 shares Common Stock	118,718	145,279
	TE CONNECTIVITY PLC	999 shares Common Stock	144,535	142,827
	SCHWAB CHARLES CORP NEW	1,849 shares Common Stock	101,788	136,844
	FIDELITY NATL INFORMATION SVCS	1,675 shares Common Stock	154,169	135,290
	NINTENDO LTD ADR NEW JAPAN ADR	9,015 shares Common Stock	118,891	131,890
	ARCH CAPITAL GROUP LTD	1,403 shares Common Stock	108,098	129,567
	AMAZON COM INC	570 shares Common Stock	61,294	125,052
	ACUSHNET HLDGS CORP	1,758 shares Common Stock	52,843	124,959
	SPOTIFY TECHNOLOGY SA EUR	272 shares Common Stock	84,706	121,688
	STARBUCKS CORP	1,327 shares Common Stock	116,120	121,089
	PAYCHEX INC	856 shares Common Stock	56,525	120,028
	BROADCOMM INC	516 shares Common Stock	86,372	119,630
	CISCO SYSTEMS INC	1,936 shares Common Stock	71,090	114,611
	MERCK & CO INC COM	1,144 shares Common Stock	68,753	113,805
	ASTRAZENECA PLC SPON ADR	1,731 shares Common Stock	127,650	113,416
	DOMINION ENERGY INC	2,092 shares Common Stock	148,291	112,675
	NETFLIX INC	126 shares Common Stock	48,470	112,307
	SIMPSON MANUFACTURING CO INC DELA	676 shares Common Stock	56,037	112,101
	FERRARI N V EUR	262 shares Common Stock	59,009	111,308
	PRIMERICA INC	410 shares Common Stock	26,065	111,282
	NOVO NORDISK ADR DENMARK ADR	1,290 shares Common Stock	70,893	110,966
	ICON PLC EUR	505 shares Common Stock	110,152	105,904
	ROLLS ROYCE HOLDINGS PLC SPON ADR	14,860 shares Common Stock	106,737	105,779
	NORTHROP GRUMMAN CORP	225 shares Common Stock	102,256	105,590
	SEA LTD ADR	995 shares Common Stock	73,980	105,570
	FASTENAL CO	1,456 shares Common Stock	47,537	104,701
	CHEVRON CORP	700 shares Common Stock	74,399	101,388
	MANHATTAN ASSOC INC	375 shares Common Stock	57,861	101,340
	ARISTA NETWORKS INC	916 shares Common Stock	78,211	101,245
	APPLOVIN CORP CL A	305 shares Common Stock	26,908	98,769
	ASML HLDG NV SPON ADR	141 shares Common Stock	76,886	97,724

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	FTI CONSULTING INC	511 shares Common Stock	\$ 55,197	\$ 97,667
	CORVEL CORP	861 shares Common Stock	33,482	95,795
	CINN FINANCIAL CORP	663 shares Common Stock	49,562	95,273
	STERIS PLC	460 shares Common Stock	72,564	94,557
	ALPHABET INC CL C	489 shares Common Stock	50,841	93,125
	HUBBELL INC	218 shares Common Stock	66,653	91,308
	CADENCE DESIGN SYSTEM	303 shares Common Stock	90,623	91,039
	NESTLE S A SPONSORED ADR	1,107 shares Common Stock	108,744	90,442
	ALTRIA GROUP INC	1,713 shares Common Stock	85,472	89,573
	EMCOR GROUP INC	195 shares Common Stock	19,306	88,510
	3I GROUP PLC ADR	3,777 shares Common Stock	78,087	85,360
	UNITED PARCEL SERVICE INC CL B	670 shares Common Stock	86,996	84,487
	BOOKING HLDGS INC	17 shares Common Stock	63,044	84,464
	MEITUAN ADR	2,144 shares Common Stock	107,902	83,209
	JEFFERIES FINL GROUP INC	1,045 shares Common Stock	51,797	81,928
	COSTCO WHOLESALE CORP	89 shares Common Stock	65,607	81,548
	TORO CO	1,017 shares Common Stock	78,445	81,462
	DIAGEO PLC NEW GB SPON ADR	627 shares Common Stock	82,914	79,711
	PARKER HANNIFIN CORP	124 shares Common Stock	68,986	78,868
	MITSUBISHI HEAVY INDS LTD ADR	2,756 shares Common Stock	67,089	77,113
	ADOBE INC. (DELAWARE)	171 shares Common Stock	78,281	76,041
	BAE SYSTEMS PLC SPON ADR	1,313 shares Common Stock	74,356	75,051
	WATTS WATER TECHNOLOGIES INC CL A	363 shares Common Stock	42,819	73,798
	ALPHABET INC CL A	385 shares Common Stock	57,981	72,881
	LANDSTAR SYSTEMS INC	419 shares Common Stock	71,025	72,009
	CANADIAN PAC KANS CITY LTD CAD	978 shares Common Stock	57,144	70,778
	MOELIS & CO CL A	957 shares Common Stock	42,772	70,703
	AMER EXPRESS CO	237 shares Common Stock	53,896	70,340
	KADANT INC	201 shares Common Stock	45,402	69,343
	CROWN CASTLE INC REIT	764 shares Common Stock	101,953	69,341
	AMERIPRISE FINANCIAL INC	130 shares Common Stock	56,212	69,216
	MCKESSON CORP	118 shares Common Stock	62,131	67,250
	SIEMENS ENERGY AG ADR	1,281 shares Common Stock	63,597	66,996
	COMCAST CORP NEW CL A	1,692 shares Common Stock	85,567	63,501
	COUPANG INC	2,889 shares Common Stock	55,183	63,500
	LCI INDUSTRIES	613 shares Common Stock	69,259	63,378
	LINDE PLC NEW EUR	151 shares Common Stock	47,804	63,219
	TESLA INC	156 shares Common Stock	36,339	62,999
	SCHNEIDER ELEC SE UNSPONSORED ADR	1,269 shares Common Stock	39,672	62,993
	WILLIAMS SONOMA INC	338 shares Common Stock	21,658	62,591
	ATLISSIAN CORP CL A	255 shares Common Stock	38,844	62,062
	KLA CORP	98 shares Common Stock	70,031	61,752
	ICICI BANK LTD SPON ADR	2,027 shares Common Stock	44,922	60,526
	EAST WEST BANCORP INC	629 shares Common Stock	29,434	60,233
	RBC BEARINGS INC	200 shares Common Stock	17,742	59,828
	ADYEN N V ADR	4,062 shares Common Stock	51,693	59,549
	GRACO INC	705 shares Common Stock	22,897	59,424
	COMPASS GROUP PLC SPON ADR	1,732 shares Common Stock	49,185	58,178
	MERCADOLIBRE INC	34 shares Common Stock	53,633	57,815
	MARVELL TECHNOLOGY CO	493 shares Common Stock	45,753	54,452
	UFP INDS INC	478 shares Common Stock	47,842	53,847
	MONDAY COM LTD	228 shares Common Stock	49,392	53,680

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**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

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	VERALTO CORP	525 shares Common Stock	\$ 43,557	\$ 53,471
	FLEX LTD	1,369 shares Common Stock	25,923	52,556
	UBS GROUP AG	1,726 shares Common Stock	52,774	52,332
	FIRST HAWAIIAN INC	2,010 shares Common Stock	46,832	52,160
	MASTERCARD INC CL A	99 shares Common Stock	49,681	52,131
	RIGHTMOVE PLC ADR	3,207 shares Common Stock	42,393	51,761
	VISA INC CL A	163 shares Common Stock	35,882	51,515
	AFLAC INC	498 shares Common Stock	31,100	51,513
	JPMORGAN CHASE & CO	212 shares Common Stock	41,872	50,819
	WORKDAY INC CL A	195 shares Common Stock	54,111	50,316
	ASM INTL NV EUR	86 shares Common Stock	27,571	48,947
	MEDPACE HOLDINGS INC	147 shares Common Stock	59,917	48,838
	TJX COS INC NEW	403 shares Common Stock	40,062	48,687
	TARGA RESOURCES CORP	272 shares Common Stock	14,070	48,552
	FACTSET RESH SYSTEMS INC	101 shares Common Stock	17,594	48,508
	CULLEN FROST BANKERS INC	361 shares Common Stock	36,601	48,464
	EQUITABLE HLDGS INC	994 shares Common Stock	39,901	46,887
	FERGUSON INC	267 shares Common Stock	39,249	46,343
	INGREDION INC COM	332 shares Common Stock	33,411	45,670
	ROCKWELL AUTOMATION INC NEW	159 shares Common Stock	42,398	45,441
	HASBRO INC	808 shares Common Stock	49,157	45,175
	WINTRUST FINANCIAL CORP	356 shares Common Stock	35,901	44,397
	ARTISAN PARTNERS ASSET MGMT INC	1,030 shares Common Stock	39,572	44,342
	CANADIAN NAT RESOURCES LTD CAD	1,436 shares Common Stock	45,636	44,329
	WATERS CORP	119 shares Common Stock	45,758	44,147
	PACKAGING CORP OF AMERICA	196 shares Common Stock	23,233	44,125
	NU HLDGS LTD CL A	4,254 shares Common Stock	47,097	44,071
	EBAY INC	708 shares Common Stock	36,339	43,861
	WASTE MGMT INC NEW	216 shares Common Stock	31,421	43,587
	UNILEVER PLC AMER SHS NEW SPONADR	767 shares Common Stock	38,942	43,489
	AON PLC CL A	120 shares Common Stock	32,494	43,099
	CBOE GLOBAL MARKETS INC	219 shares Common Stock	39,916	42,793
	NOVO NORDISK A/S SPON ADR	495 shares Common Stock	68,505	42,580
	EXPERIAN PLC SPON ADR	981 shares Common Stock	34,040	41,918
	MKS INSTRUMENTS INC	401 shares Common Stock	39,271	41,860
	LILLY ELI & CO	54 shares Common Stock	49,889	41,688
	PROCTER & GAMBLE CO	248 shares Common Stock	37,309	41,577
	WASTE CONNECTIONS INC CAD	242 shares Common Stock	33,263	41,522
	LONDON STK EXCHANGE UNSPONSORED ADR	1,163 shares Common Stock	39,657	41,507
	INTERCONTINENTALEXCHANGE GROUP	278 shares Common Stock	27,939	41,425
	RLI CORP	248 shares Common Stock	17,332	40,878
	INTUIT	65 shares Common Stock	30,787	40,853
	CLEARWATER ANALYTICS HLDGS INCCL A	1,480 shares Common Stock	32,158	40,730
	SERVISFIRST BANCSHARES INC	479 shares Common Stock	22,440	40,590
	FISERV INC	197 shares Common Stock	39,054	40,468
	PERFORMANCE FOOD GROUP CO	475 shares Common Stock	36,029	40,161
	ACUITY BRANDS INC	136 shares Common Stock	45,067	39,730
	FIDELITY NATIONAL FINANCIAL INCOM	707 shares Common Stock	24,421	39,691
	BANCFIRST CORP	334 shares Common Stock	27,786	39,138
	AGREE REALTY CORP	554 shares Common Stock	34,531	39,029
	GE HEALTHCARE TECHNOLOGIES INC	499 shares Common Stock	41,654	39,012
	PALO ALTO NETWORKS INC	214 shares Common Stock	27,394	38,940

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**EIN: 92-0072819 Plan: 001**  
**Plan Year: December 31, 2024**

**Attachment to 2024 Form 5500, Schedule H, Line 4i**  
**Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	SNAP ON INC	113 shares Common Stock	\$ 18,343	\$ 38,361
	ABB LTD SPON ADR	699 shares Common Stock	40,143	37,543
	NEXTERA ENERGY INC COM	523 shares Common Stock	33,290	37,494
	LEIDOS HLDGS INC	260 shares Common Stock	21,430	37,456
	DONALDSON CO INC	555 shares Common Stock	22,292	37,379
	RAYMOND JAMES FINANCIAL CORP	239 shares Common Stock	17,589	37,124
	NVENT ELEC PLC	534 shares Common Stock	11,848	36,397
	NISOURCE INC	989 shares Common Stock	25,669	36,356
	AMDOCS LTD GBP	425 shares Common Stock	27,977	36,185
	SERVICENOW INC	34 shares Common Stock	31,971	36,044
	FEDERAL AGRICULTURAL MTG CORP CL C NON VTG	182 shares Common Stock	16,163	35,845
	QUEST DIAGNOSTICS INC	237 shares Common Stock	33,537	35,754
	ASSURED GUARANTY LTD	397 shares Common Stock	14,119	35,734
	ACCENTURE PLC IRELAND CL A	101 shares Common Stock	28,295	35,531
	ON HLDG AG CL A CHF	642 shares Common Stock	31,500	35,162
	VERTEX PHARMACEUTICAL INC	87 shares Common Stock	36,107	35,035
	ASPEN TECHNOLOGY INC	140 shares Common Stock	11,767	34,948
	BECTON DICKINSON & CO	154 shares Common Stock	37,374	34,938
	INTL FLAVORS&FRGRNCS	413 shares Common Stock	41,382	34,919
	ALCON INC CHF	410 shares Common Stock	29,380	34,805
	EXLSERVICE HOLDINGS INC	779 shares Common Stock	23,961	34,572
	UNITEDHEALTH GROUP INC	68 shares Common Stock	34,102	34,398
	PINTEREST INC CL A	1,176 shares Common Stock	39,836	34,104
	HCA HEALTHCARE INC	110 shares Common Stock	41,884	33,017
	INTUITIVE SURGICAL INC	63 shares Common Stock	15,536	32,884
	HAMILTON LANE INC CL A	222 shares Common Stock	17,622	32,867
	OKTA INC	417 shares Common Stock	44,342	32,860
	HYATT HOTELS CORP CL A	209 shares Common Stock	30,689	32,809
	ESSILORILUXOTTICA ADR	271 shares Common Stock	32,135	32,702
	AECOM	306 shares Common Stock	28,670	32,687
	VEEVA SYSTEMS INC CL A	155 shares Common Stock	35,811	32,589
	AMADEUS IT GROUP UNSPONSORED ADR	456 shares Common Stock	31,455	32,166
	TOTALENERGIES SE SPON ADR	590 shares Common Stock	25,832	32,155
	BRUNSWICK CORP	496 shares Common Stock	28,285	32,081
	FAIR ISSAC CORP	16 shares Common Stock	14,162	31,855
	ORACLE CORP	185 shares Common Stock	9,429	30,829
	RPM INTL INC (DELA)	250 shares Common Stock	19,235	30,765
	AVERY DENNISON CORP	164 shares Common Stock	20,944	30,689
	EXXON MOBIL CORP	282 shares Common Stock	32,045	30,335
	NXP SEMICONDUCTORS N V COM EUR	145 shares Common Stock	28,117	30,138
	ESSENTIAL PPTYS RLTY TR INC	963 shares Common Stock	23,668	30,123
	APTIV PLC	498 shares Common Stock	44,959	30,119
	AGCO CORP	320 shares Common Stock	34,738	29,914
	MSA SAFETY INC COM	179 shares Common Stock	16,650	29,673
	HEXCEL CORP NEW	469 shares Common Stock	28,797	29,406
	ITOCHU CORP ADR JAPAN ADR	295 shares Common Stock	31,087	29,075
	DANAHER CORP	126 shares Common Stock	23,060	28,923
	ALLIANT ENERGY CORP	474 shares Common Stock	24,810	28,032
	AMKOR TECHNOLOGY INC	1,087 shares Common Stock	39,039	27,925
	RELX PLC SPON ADR	603 shares Common Stock	28,019	27,388
	LINCOLN ELEC HOLDINGS NEW	145 shares Common Stock	13,549	27,183
	COUSINS PROPERTIES INC	873 shares Common Stock	27,497	26,749

*See accompanying independent auditor's report.*

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**EIN: 92-0072819 Plan: 001**  
**Plan Year: December 31, 2024**

**Attachment to 2024 Form 5500, Schedule H, Line 4i**  
**Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	BRUKER CORP	454 shares Common Stock	\$ 30,826	\$ 26,613
	LITTELFUSE INC	112 shares Common Stock	22,097	26,393
	DBS GROUP HLDGS LTD. SPON ADR	205 shares Common Stock	13,752	26,248
	INDUSTRIA DE DISENO TEXTIL IND ADR	1,012 shares Common Stock	27,531	25,816
	D R HORTON INC	183 shares Common Stock	33,426	25,587
	COMFORT SYSTEMS USA INC	59 shares Common Stock	3,101	25,020
	IDACORP INC (HOLDING COMPANY)	226 shares Common Stock	23,689	24,697
	TIMKEN CO	344 shares Common Stock	19,955	24,551
	HITACHI LTD ADR NEW JAPAN	495 shares Common Stock	24,181	24,483
	NORDSON CORP	117 shares Common Stock	20,164	24,481
	PERMIAN RES CORP CL A	1,690 shares Common Stock	23,635	24,302
	LKQ CORP NEW	654 shares Common Stock	28,035	24,035
	HENRY JACK & ASSOC INC	137 shares Common Stock	7,955	24,016
	CRANE CO	158 shares Common Stock	11,495	23,977
	EPIROC AKTIEBOLAG ADR	1,372 shares Common Stock	26,370	23,818
	CAMDEN PPTY TR SBI	205 shares Common Stock	24,220	23,788
	LVMH MOET HENNESSY LOUIS ADR	182 shares Common Stock	26,415	23,786
	MONOLITHIC POWER SYSTEMS INC	40 shares Common Stock	22,811	23,668
	TETRA TECH INC NEW	590 shares Common Stock	17,758	23,506
	CAPGEMINI S E UNSPONSORED ADR	722 shares Common Stock	29,980	23,436
	EASTGROUP PROPERTIES INC (MARYLAND CORP)	146 shares Common Stock	18,700	23,432
	AIA GROUP LTD SPON ADR	807 shares Common Stock	33,379	23,258
	KKR & CO INC CL A	153 shares Common Stock	20,914	22,630
	AIRBUS SE UNSPONSORED ADR	564 shares Common Stock	21,624	22,467
	GOLDMAN SACHS GROUP ING	39 shares Common Stock	20,447	22,332
	DAIICHI SANKYO CO LTD SPON ADR	811 shares Common Stock	33,920	22,132
	RECRUIT HLDGS CO LTD UN SPONSORED ADR	1,580 shares Common Stock	19,576	22,073
	LOREAL CO ADR FRANCE ADR	313 shares Common Stock	27,504	22,038
	UNICREDIT SPA UNSPONSORED ADR	1,095 shares Common Stock	22,478	21,878
	SHOPIFY INC CL A	200 shares Common Stock	15,911	21,266
	GIVAUDAN SA ADR	238 shares Common Stock	24,395	20,724
	HOLOGIC INC	287 shares Common Stock	23,858	20,690
	BLACKSTONE INC CL A	119 shares Common Stock	19,037	20,518
	TRANSDIGM GROUP INC	16 shares Common Stock	22,434	20,276
	SELECT MEDICAL HOLDINGS CORP	1,060 shares Common Stock	17,702	19,981
	BXP INC	266 shares Common Stock	16,451	19,780
	OWENS CORNING NEW	116 shares Common Stock	22,049	19,757
	NATWEST GROUP PLC SPONSORED	1,924 shares Common Stock	17,635	19,567
	MARATHON PETROLEUM CO	140 shares Common Stock	27,982	19,530
	KFORCE INC	344 shares Common Stock	21,582	19,505
	TERRENO RLTY CORP SBI	329 shares Common Stock	21,189	19,457
	KEYENCE CORP ORD JPY	48 shares Common Stock	22,968	19,452
	COCA COLA CO COM	312 shares Common Stock	21,629	19,425
	FOUR CORNERS PPTY TRUST REIT	715 shares Common Stock	17,620	19,405
	DSV A/S ADR	182 shares Common Stock	16,234	19,328
	CDN NATL RAILWAY CO CAD	187 shares Common Stock	21,862	18,982
	CONCENTRA GROUP HOLDINGS	957 shares Common Stock	17,253	18,929
	TDK CORP ADR JAPAN ADR	1,440 shares Common Stock	19,607	18,662
	RELIANCE INC	69 shares Common Stock	20,486	18,579
	CONMED CORP	262 shares Common Stock	23,933	17,931
	ANHEUSER BUSCH INBEV SPON ADR	356 shares Common Stock	22,534	17,825
	HERMES INTL SCA ADR	74 shares Common Stock	17,758	17,688

*See accompanying independent auditor's report.*

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	HF SINCLAIR CORP	500 shares Common Stock	\$ 18,968	\$ 17,525
	ENGIE SPON ADR	1,105 shares Common Stock	19,550	17,508
	MAGNOLIA OIL & GAS CORP CL A	740 shares Common Stock	15,933	17,301
	SIKA AG UNSPONSORED ADR	732 shares Common Stock	23,428	17,268
	NOMURA RESEARCH INSTITUTE LTD ADR	581 shares Common Stock	19,038	17,070
	SALESFORCE INC	51 shares Common Stock	17,048	17,051
	INTL BUSINESS MACH	77 shares Common Stock	17,770	16,927
	TOPBUILD CORP	53 shares Common Stock	7,849	16,501
	DOORCASH INC CL A	97 shares Common Stock	14,438	16,272
	TENCENT HLDGS LTD ADR	302 shares Common Stock	14,629	16,060
	MUNICH RE GROUP ADR	1,578 shares Common Stock	16,516	15,812
	BENTLEY SYSTEMS INC CL B	335 shares Common Stock	17,952	15,645
	SHIN ETSU CHEM CO LTD ADR	903 shares Common Stock	19,853	14,918
	TFI INTL INC CAD	110 shares Common Stock	16,190	14,860
	MCDONALDS CORP	51 shares Common Stock	15,516	14,784
	AIR LIQUIDE ADR FRANCE	458 shares Common Stock	17,107	14,770
	MTU AERO ENGINES HLDGS AG ADR	88 shares Common Stock	13,138	14,580
	3M CO	112 shares Common Stock	14,936	14,458
	IMPERIAL BRANDS PLC SPONS ADR	448 shares Common Stock	12,822	14,358
	SMC CORP YEN SHS ORD JPY	37 shares Common Stock	17,286	14,245
	NRG ENERGY INC NEW	156 shares Common Stock	11,701	14,074
	DEUTSCHE BANK AG REG SHS ORD EUR	815 shares Common Stock	13,332	13,896
	INTERPUBLIC GROUP OF COS INC	486 shares Common Stock	16,353	13,618
	HUNTSMAN CORP	754 shares Common Stock	16,905	13,595
	DNB BK ASA SPON ADR	671 shares Common Stock	14,232	13,353
	TOKYO ELECTRON LTD ADR	176 shares Common Stock	15,763	13,286
	REGENCY CENTERS CORP	178 shares Common Stock	10,489	13,160
	QUANTA SERVICES INC	41 shares Common Stock	12,745	12,958
	AUTOZONE INC	4 shares Common Stock	12,560	12,808
	PAYPAL HOLDINGS INC	150 shares Common Stock	11,711	12,803
	HONG KONG EXCHANGES & CLEARING LTD ADR	337 shares Common Stock	10,303	12,648
	SUZUKI MOTOR CORP LTD ADR	279 shares Common Stock	12,561	12,563
	TRANE TECHNOLOGIES PLC	34 shares Common Stock	13,505	12,558
	ADIDAS AG SPON ADR	102 shares Common Stock	13,092	12,421
	ASHTAD GROUP PLC ORD UNSPONSORED ADR	50 shares Common Stock	16,069	12,225
	BP PLC SPON ADR	412 shares Common Stock	13,929	12,179
	ROYAL KPN N.V. SPON ADR	3,292 shares Common Stock	13,530	11,851
	FUJITSU LTD ADR NEW JAPAN ADR	672 shares Common Stock	12,214	11,800
	NATIONAL GRID PLC SPON ADR	194 shares Common Stock	12,879	11,527
	IBERDROLA SA SPON ADR	207 shares Common Stock	11,794	11,414
	DANONE SPON ADR	843 shares Common Stock	11,727	11,287
	DAIKIN INDS LTD ADR	949 shares Common Stock	14,514	11,084
	MARUBENI CORP ADR JAPAN ADR	73 shares Common Stock	12,482	10,973
	ABBOTT LABS	95 shares Common Stock	11,013	10,746
	CARLSBERG AS SPON ADR	541 shares Common Stock	12,860	10,317
	BRITISH AMER TOBACCO PLC GB SPON ADR	284 shares Common Stock	10,636	10,315
	ENERGIZER HLDGS INC	288 shares Common Stock	12,833	10,048
	HUNTINGTON INGALLS INDS INC	53 shares Common Stock	9,396	10,015
	AMPHENOL CORP NEW CL A	144 shares Common Stock	9,361	10,001
	EATON CORP PLC	30 shares Common Stock	10,172	9,956
	FAIR ISAAC CORP	5 shares Common Stock	10,028	9,955
	AIR LEASE CORP CL A	206 shares Common Stock	10,078	9,931

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	CHUGAI PHARMACEUTICAL LTD ADR	449 shares Common Stock	\$ 10,749	\$ 9,865
	GENMAB A/S SPON ADR	463 shares Common Stock	12,839	9,663
	WALMART INC	97 shares Common Stock	9,163	8,764
	STRAUMANN HLDG AD ADR	680 shares Common Stock	10,044	8,466
	KINSALE CAP GROUP INC	18 shares Common Stock	4,045	8,372
	HUBSPOT INC	12 shares Common Stock	6,702	8,361
	UBER TECHNOLOGIES INC	132 shares Common Stock	11,283	7,962
	HOYA CORP SPON ADR	64 shares Common Stock	9,180	7,936
	HOME DEPOT INC	20 shares Common Stock	8,235	7,780
	TERUMO CORP ADR	388 shares Common Stock	7,174	7,566
	VERTIV HLDG CO	66 shares Common Stock	7,253	7,498
	THE TRADE DESK INC CL A	62 shares Common Stock	7,260	7,287
	NITORI HLDGS CO LTD ADR	593 shares Common Stock	8,726	7,021
	BEIGENE LTD SPON ADR	38 shares Common Stock	7,300	7,019
	EVOLUTION AB UNSPONSORED ADR	88 shares Common Stock	8,090	6,763
	DIAMONDBACK ENERGY INC	41 shares Common Stock	5,587	6,717
	GRAINGER W W INC	6 shares Common Stock	6,498	6,324
	WD-40 CO (DEL)	26 shares Common Stock	4,964	6,310
	NETEASE INC SPON ADR	62 shares Common Stock	4,984	5,531
	LAM RESEARCH CORP	76 shares Common Stock	6,306	5,490
	UNION PACIFIC CORP	24 shares Common Stock	5,633	5,473
	BHP GROUP LTD SPON ADR	110 shares Common Stock	6,027	5,371
	REGENERON PHARMACEUTICALS INC	7 shares Common Stock	2,211	4,986
	CHIPOTLE MEXICAN GRILL INC	77 shares Common Stock	4,512	4,643
	BLOCK INC CL A	52 shares Common Stock	3,876	4,419
*	CONOCOPHILLIPS	43 shares Common Stock	4,772	4,264
	ALIBABA GROUP HLDG LTD SPON ADR	47 shares Common Stock	4,849	3,985
	UNICHARM CORP SPON ADR	985 shares Common Stock	6,846	3,970
	SYNOPSIS INC	8 shares Common Stock	4,300	3,882
	B&M EUROPEAN VALUE RETAIN SA UNSPONSORED ADR	212 shares Common Stock	4,986	3,848
	NATERA INC	24 shares Common Stock	3,921	3,799
	EDWARDS LIFESCIENCES CORP	45 shares Common Stock	3,089	3,331
	CHENIERE ENERGY INC NEW	14 shares Common Stock	2,672	3,008
	THERMO FISHER SCIENTIFIC INC	5 shares Common Stock	2,591	2,601
	F&G ANNUITIES & LIFE INC	57 shares Common Stock	1,098	2,362
	CELSIUS HOLDINGS INC COM	66 shares Common Stock	2,249	1,738
	MONSTER BEVERAGE CORP NEW COM	31 shares Common Stock	1,397	1,629
	MONGODB INC	5 shares Common Stock	1,469	1,164
	FREEMPORT-MCMORAN INC	21 shares Common Stock	1,052	800
	AIRBNB INC CL A	6 shares Common Stock	809	789
	COHEN & STEERS U.S. REALTY FUND C-BE	7,927 Common Collective Trust	177,565	170,272
	VANGUARD TOTAL STOCK MKT IDX ADM	18,575 shares Mutual Funds	1,584,250	2,619,677
	PGIM TOTAL RETURN BOND Z	147,272 shares Mutual Funds	1,964,978	1,740,761
	ALLIANZ FIXED INCOME SHARES: SERIES M	148,713 shares Mutual Funds	1,386,932	1,278,933
	ALLIANZ FIXED INCOME SHARES: SERIES C	143,624 shares Mutual Funds	1,375,341	1,272,511
	GQG PARTNERS EMERGING MARKETS EQUITY FUND INST	75,522 shares Mutual Funds	1,358,310	1,249,138
	VANGUARD TOTAL BOND MARKET INDEX ADM	86,596 shares Mutual Funds	899,802	820,933
	AMER FUNDS SMALLCAP WORLD FUND CLASS F2	11,053 shares Mutual Funds	586,529	766,631
	DFA INTERNATIONAL VALUE I	34,484 shares Mutual Funds	714,120	710,023
	VANGUARD TOTAL INTL STOCK INDEX ADM	22,142 shares Mutual Funds	664,160	701,686
	AMERICAN FUNDS EUROPACIFIC GR R6	11,417 shares Mutual Funds	645,201	613,346
	FIDELITY LARGE CAP GROWTH INDEX	9,990 shares Mutual Funds	243,505	391,299

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	PRIMECAP ODYSSEY AGGRESSIVE GROWTH	8,510 shares Mutual Funds	\$ 377,857	\$ 375,028
	VANGUARD SMALL CAP INDEX ADM	3,207 shares Mutual Funds	279,965	369,323
	VANGUARD INFLATION PROTECTED SECS ADM	16,133 shares Mutual Funds	406,875	363,312
	VANGUARD EQUITY INCOME ADM	3,076 shares Mutual Funds	248,367	271,207
<b>Total Nonparticipant Directed Funds:</b>			<b>\$ 33,705,098</b>	<b>\$ 37,850,587</b>

**Participant Directed Funds:**

	COHEN & STEERS U.S. REALTY FUND C-BE	2,878 Common Collective Trust	**	\$ 61,818
	T. ROWE PRICE STABLE VALUE A	7,997 Common Collective Trust	**	7,997
	VANGUARD TARGET RETIREMENT 2055	8,908 shares Mutual Funds	**	495,356
	VANGUARD TARGET RETIREMENT 2045	15,017 shares Mutual Funds	**	445,567
	VANGUARD TARGET RETIREMENT 2065	10,543 shares Mutual Funds	**	354,472
	VANGUARD TARGET RETIREMENT 2050	5,762 shares Mutual Funds	**	287,198
	VANGUARD TARGET RETIREMENT 2030	6,809 shares Mutual Funds	**	257,949
	FIDELITY LARGE CAP GROWTH INDEX	6,433 shares Mutual Funds	**	252,010
	VANGUARD TOTAL STOCK MKT IDX ADM	1,775 shares Mutual Funds	**	250,349
	VANGUARD TARGET RETIREMENT 2060	4,316 shares Mutual Funds	**	221,219
	VANGUARD TARGET RETIREMENT 2025	10,777 shares Mutual Funds	**	201,424
	VANGUARD TARGET RETIREMENT 2035	7,506 shares Mutual Funds	**	179,990
	VANGUARD TARGET RETIREMENT 2040	3,878 shares Mutual Funds	**	167,598
	VANGUARD SMALL CAP INDEX ADM	960 shares Mutual Funds	**	110,548
	VANGUARD TOTAL INTL STOCK INDEX ADM	2,442 shares Mutual Funds	**	77,395
	PRIMECAP ODYSSEY AGGRESSIVE GROWTH	1,663 shares Mutual Funds	**	73,279
	VANGUARD EQUITY INCOME ADM	788 shares Mutual Funds	**	69,493
	DFA INTERNATIONAL VALUE I	2,801 shares Mutual Funds	**	57,673
	AMERICAN FUNDS EUROPACIFIC GR R6	556 shares Mutual Funds	**	29,881
	VANGUARD TARGET RETIREMENT 2020	784 shares Mutual Funds	**	20,769
	VANGUARD TOTAL BOND MARKET INDEX ADM	1,572 shares Mutual Funds	**	14,906
	VANGUARD INFLATION-PROTECTED SECURITIES ADM	600 shares Mutual Funds	**	13,508
	VANGUARD TARGET RETIREMENT INCOME	914 shares Mutual Funds	**	11,968
	VANGUARD TARGET RETIREMENT 2070	92 shares Mutual Funds	**	2,451
<b>Total Participant Directed Funds:</b>			<b>**</b>	<b>\$ 3,664,818</b>

\* Party-in-interest

\*\* The cost of participant directed amounts is not required to be disclosed.

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year Ended: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Acquired and Disposed of Within Year)**

(a) Identity of issue, borrower, lessor, or similar party	(b) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(c) Cost of Acquisition	(d) Proceeds of Disposition
ABBVIE INC	44,000 Corporate Bond	\$ 44,672	\$ 47,135
UNITEDHEALTH GROUP INC	39,000 Corporate Bond	40,731	41,100
FNMA PL MA5071	35,000 Government Security	33,234	32,609
FNMA PL FS6943	32,000 Government Security	26,375	27,845
FNMA PL MA4512	11,000 Government Security	8,162	7,822
AUTOZONE INC	22 shares Common Stock	71,106	65,650
ROCHE HLDG LTD	1,395 shares Common Stock	43,955	58,007
DSM FIRMENICH	4,308 shares Common Stock	47,669	57,538
MONOTARO CO	3,028 shares Common Stock	46,597	46,660
ELECTRONIC ARTS	303 shares Common Stock	40,037	44,522
JABIL INC	365 shares Common Stock	47,983	43,757
DOMINO'S PIZZA INC	83 shares Common Stock	37,947	34,854
MERCK & CO INC COM	290 shares Common Stock	35,987	33,422
ZIMMER BIOMET HOLDINGS INC	298 shares Common Stock	37,989	32,564
NEXTRACKER INC	755 shares Common Stock	44,089	28,476
DELTA AIR LINES INC	697 shares Common Stock	32,019	28,116
MERCADOLIBRE INC	13 shares Common Stock	26,638	27,087
ULTA BEAUTY, INC	61 shares Common Stock	31,826	25,670
TRIP COM GROUP LTD	281 shares Common Stock	14,409	18,054
NIKE INC	213 shares Common Stock	16,132	17,404
STMICROELECTRONICS	430 shares Common Stock	13,650	11,498
PKO BANK POLSKI	792 shares Common Stock	10,990	11,040
KERING	422 shares Common Stock	12,122	11,038
RECKITT BENCKISER PLC	812 shares Common Stock	9,370	9,671
BRIDGESTONE CORP	474 shares Common Stock	9,212	8,238
AMERICA MOVIL	365 shares Common Stock	6,022	5,251
ADVANCED MICRO DEVICES INC	7 shares Common Stock	1,172	893
VANGUARD FTSE DEVELOPMENT MKT	242 shares Mutual Funds	12,647	12,522

*See accompanying independent auditor's report.*

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year Ended: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4j**

**Schedule of Reportable Transactions**

(a) and (b) Identity of party involved & description of asset (include interest rate and maturity in case of a loan)	(c) Purchase price	(d) Selling price	(e) Lease rental	(f) Expense incurred with transaction	(g) Cost of asset	(h) Current value of asset on transaction	(i) Net gain or (loss)
* UBS Bank USA Deposit Account	\$ 1,089,937	\$ -	\$ -	\$ -	\$ 1,089,937	\$ 1,089,937	\$ -
* UBS Bank USA Deposit Account	-	1,082,809	-	-	1,082,809	1,082,809	-
* UBS Bank Sweep Program	10,337,354	-	-	-	10,337,354	10,337,354	-
* UBS Bank Sweep Program	-	9,936,580	-	-	9,936,580	9,936,580	-

\* Party-in-interest

*See accompanying independent auditor's report.*

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year Ended: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4j**

**Schedule of Reportable Transactions**

(a) and (b) Identity of party involved & description of asset (include interest rate and maturity in case of a loan)	(c) Purchase price	(d) Selling price	(e) Lease rental	(f) Expense incurred with transaction	(g) Cost of asset	(h) Current value of asset on transaction	(i) Net gain or (loss)
* UBS Bank USA Deposit Account	\$ 1,089,937	\$ -	\$ -	\$ -	\$ 1,089,937	\$ 1,089,937	\$ -
* UBS Bank USA Deposit Account	-	1,082,809	-	-	1,082,809	1,082,809	-
* UBS Bank Sweep Program	10,337,354	-	-	-	10,337,354	10,337,354	-
* UBS Bank Sweep Program	-	9,936,580	-	-	9,936,580	9,936,580	-

\* Party-in-interest

*See accompanying independent auditor's report.*

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	* UBS BANK USA DEPOSIT ACCOUNT	Interest Bearing	\$ 813,914	\$ 813,914
	FEDERATED HERMES GOVT OBL FUND CLASS ADVISOR	40,699 Interest Bearing	40,699	40,699
	* SCHWAB BANK SAVINGS	Interest Bearing	485	485
	BOYD GAMING CORP 4.75% 12/01/27	114,000 Corporate Bond	116,082	110,214
	BERRY GLOB INC 1.57% 01/15/26	90,000 Corporate Bond	86,508	86,853
	MICROCHIP TECHNOLOGY INC 4.25% 09/01/25	87,000 Corporate Bond	90,833	86,638
	STEEL DYNAMICS INC 2.40% 06/15/25	87,000 Corporate Bond	85,598	85,972
	MOLSON COORS BREWING CO 3.00% 07/15/26	88,000 Corporate Bond	86,220	85,716
	ALLEGION PLC 3.50% 10/01/29	91,000 Corporate Bond	86,951	85,039
	FLEX LTD 5.25% 01/15/32	86,000 Corporate Bond	86,883	84,595
	BLOCK FINANCIAL 2.50% 07/15/28	93,000 Corporate Bond	86,868	84,584
	HP INC 4.20% 04/15/32	90,000 Corporate Bond	85,693	84,308
	IQVIA INC 6.250% 02/01/29	81,000 Corporate Bond	86,279	83,749
	OLIN CORP 5.625% 08/01/29	86,000 Corporate Bond	83,130	83,614
	VERIZON COMMUNICATIONS 2.55% 03/21/31	97,000 Corporate Bond	86,860	83,588
	CONAGRA FOODS INC 4.850% 11/01/28	84,000 Corporate Bond	85,620	83,494
	FISERV INC 5.625% 08/21/33	82,000 Corporate Bond	85,931	83,472
	MARRIOTT INTL 4.625% 06/15/30	85,000 Corporate Bond	84,170	83,394
	ZIMMER BIOMET HLDGS INC 5.35% 12/01/28	82,000 Corporate Bond	84,422	83,240
	QUANTA SERVICES INC 5.25% 08/09/34	85,000 Corporate Bond	84,840	83,116
	LKQ CORP 6.25% 06/15/33	80,000 Corporate Bond	84,980	82,538
	QORVO INC 4.375% 10/15/29	88,000 Corporate Bond	90,556	82,529
	PHILIP MORRIS INTL 5.375% 02/15/33	82,000 Corporate Bond	85,513	82,178
	FORTUNE BRANDS HOME & SECURITY 5.875% 06/01/33	80,000 Corporate Bond	83,380	82,062
	ENCOMPASS HEALTH CORP 4.50% 02/01/28	79,000 Corporate Bond	83,175	76,229
	YUM! BRANDS INC 5.375% 04/01/32	68,000 Corporate Bond	67,023	65,855
	UNITED RENTALS NORTH AM 4.00% 07/15/30	72,000 Corporate Bond	68,130	65,537
	MOTOROLA SOLUTIONS INC 5.60% 06/01/32	62,000 Corporate Bond	64,568	63,284
	WILLIS NA INC 2.95% 09/15/29	68,000 Corporate Bond	58,362	61,842
	B A T CPTL CORP 6.421% 08/02/33	58,000 Corporate Bond	60,945	61,308
	GLOBAL PAYME INC 2.65% 02/15/25	61,000 Corporate Bond	62,771	60,809
	L BRANDS INC 7.50% 06/15/29	58,000 Corporate Bond	59,160	59,770
	AMERICAN TOWER CORP 4.00% 06/01/25	60,000 Corporate Bond	62,336	59,720
	CROWN CASTLE INC 5.20% 09/01/34	61,000 Corporate Bond	61,342	59,463
	ALTRIA GROUP INC 4.80% 02/14/29	60,000 Corporate Bond	57,109	59,302
	CDW LLC / CDW FIN CORP 4.250% 04/01/28	60,000 Corporate Bond	62,538	58,142
	AT&T INC 4.10% 02/15/28	59,000 Corporate Bond	68,416	57,750
	ORACLE CORP 6.25% 11/09/32	53,000 Corporate Bond	54,961	56,201
	WABTEC 4.700% 09/15/28	56,000 Corporate Bond	61,635	55,457
	DOLLAR TREE INC 4.20% 05/15/28	57,000 Corporate Bond	62,600	55,427
	TENET HEALTHCARE CORP 6.125% 10/01/28	55,000 Corporate Bond	52,305	54,898
	HCA INC 5.625% 09/01/28	54,000 Corporate Bond	62,775	54,715
	FLIR SYSEMS INC 2.50% 08/01/30	62,000 Corporate Bond	55,801	54,170
	DISCOVERY COMM INC 3.950% 03/20/28	57,000 Corporate Bond	60,536	53,973
	L BRANDS INC 5.25% 02/01/28	52,000 Corporate Bond	52,000	51,197
	SVC CORP INTL 5.125% 06/01/29	49,000 Corporate Bond	53,903	47,409
	EXPEDIA GROUP INC 3.25% 02/15/30	50,000 Corporate Bond	43,942	46,090
	LOWE'S COS INC 5.15% 07/01/33	44,000 Corporate Bond	44,959	43,776
	TRANSDIGM INC 5.50% 11/15/27	43,000 Corporate Bond	40,471	42,253
	CA INC 4.70% 03/15/27	43,000 Corporate Bond	43,313	42,148
	UNITED RENTALS NORTH AM 5.50% 05/15/27	39,000 Corporate Bond	41,779	38,763
	SBA COMMUNICATIONS CORP 3.125% 02/01/29	42,000 Corporate Bond	36,519	37,911

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	SVC CORP INTL 5.750% 10/15/32	36,000 Corporate Bond	\$ 36,360	\$ 34,919
	DICK'S SPORTING GOODS 3.15% 01/15/32	36,000 Corporate Bond	32,597	31,559
	HCA INC 5.875% 02/15/26	30,000 Corporate Bond	30,338	30,150
	TELEDYNE TECHONOLOGIES 2.75% 04/01/31	34,000 Corporate Bond	30,660	29,527
	DOLLAR TREE INC 2.65% 12/01/31	34,000 Corporate Bond	29,286	28,724
	WABTEC CORP 5.611% 03/11/34	28,000 Corporate Bond	29,677	28,372
	ORACLE CORP 2.95% 01/01/30	30,000 Corporate Bond	27,687	27,097
	CARLISLE COS INC 2.75% 03/01/30	30,000 Corporate Bond	27,657	26,865
	CDW LLC / CDW FIN CORP 3.569% 12/01/31	30,000 Corporate Bond	27,273	26,701
	AMERICAN TOWER CORP 3.375% 10/15/26	27,000 Corporate Bond	26,390	26,372
	GLOBAL PAYMENTS INC 5.40% 08/15/32	25,000 Corporate Bond	25,876	25,004
	BROADCOMM INC 4.150% 11/15/30	26,000 Corporate Bond	25,362	24,870
	ALTRIA GROUP INC 6.875% 11/01/33	22,000 Corporate Bond	24,941	23,882
	MAGALLANES INC 4.279% 03/15/32	27,000 Corporate Bond	24,304	23,800
	CROWN CASTLE INTL CORP 5.80% 03/01/34	23,000 Corporate Bond	23,616	23,445
	B A T CAPITAL CORP 4.906% 04/02/30	22,000 Corporate Bond	22,298	21,738
	SERVICE CORP INTL 4.625% 12/15/27	21,000 Corporate Bond	22,260	20,432
	MOTOROLA SOLUTIONS INC 4.60% 02/23/28	20,000 Corporate Bond	19,888	19,816
	BROADCOM INC 4.11% 09/15/28	18,000 Corporate Bond	20,340	17,589
	GENUINE PARTS CO 4.950% 08/15/29	15,000 Corporate Bond	14,884	14,932
	SBA COMMUNICATIONS CORP 3.875% 02/15/27	14,000 Corporate Bond	14,560	13,421
	EXPEDIA GROUP INC 4.625% 08/01/27	8,000 Corporate Bond	7,639	7,966
	DISCOVERY COMMUNICATIONS 3.625% 05/15/30	8,000 Corporate Bond	6,929	7,116
	SERVICE CORP INTL 3.375% 08/15/30	8,000 Corporate Bond	6,870	7,000
	US TREASURY NOTE 2.25% 08/15/27	906,000 Government Security	898,118	861,090
	UNITED STATES T 2.875% 11/15/46	247,000 Government Security	212,369	179,673
	UNITED STATES T 3.125% 08/15/44	196,000 Government Security	178,907	152,390
	US TREASURY NOTE 2.75% 08/15/32	231,000 Government Security	210,760	204,860
	US TREASURY NOTE 4.125% 11/15/32	209,000 Government Security	214,635	203,848
	FNMA PL MA4600 3.50% 05/01/52	149,000 Government Security	116,827	110,771
	FNMA PL MA5027 4.00% 05/01/53	118,000 Government Security	105,015	99,857
	FNMA PL CB7316 4.00% 10/01/53	74,000 Government Security	65,067	64,765
	FHLMC PL RA7189 3.50% 04/01/52	77,000 Government Security	58,862	57,415
	FNMA PL FS6601 3.50% 12/01/53	67,000 Government Security	56,548	56,411
	FNMA PL MA4885 3.00% 11/01/52	64,000 Government Security	51,341	48,464
	FNMA PL CB5118 4.00% 11/01/52	47,000 Government Security	37,708	36,975
	FNMA PL FS0675 3.00% 02/01/52	42,000 Government Security	29,441	28,548
	FNMA PL BW4879 3.00% 04/01/53	31,000 Government Security	24,607	24,519
	FHLMC PL SD8256 4.00% 10/01/52	28,000 Government Security	23,153	22,603
	FNMA PL AL7231 3.50% 08/01/45	114,000 Government Security	23,482	20,306
	FNMA PL MA2771 3.00% 10/01/46	117,000 Government Security	23,641	19,899
	FNMA PL MA4731 3.50% 09/01/52	19,000 Government Security	15,114	14,926
	FHLMC PL SD4553 3.00% 09/01/53	17,000 Government Security	13,631	13,609
	FNMA PL FM3664 4.00% 03/01/49	85,000 Government Security	15,685	13,560
	FNMA PL MA4358 3.50% 06/01/51	30,000 Government Security	14,987	12,687
	FNMA PL BT7848 3.50% 07/01/52	16,000 Government Security	12,731	12,635
	FNMA PL BW6230 4.00% 09/01/52	16,000 Government Security	12,764	12,568
	FNMA PL MA5572 3.50% 11/01/54	14,000 Government Security	12,350	12,147
	FHLMC PL QE6074 4.00% 07/01/52	15,000 Government Security	12,846	12,114
	FHLMC PL G07961 3.50% 03/01/45	85,000 Government Security	13,078	11,384
	FHLMC PL SD8202 3.50% 03/01/52	16,000 Government Security	13,084	11,322
	FHLMC PL SD8244 4.00% 09/01/52	14,000 Government Security	11,482	11,295

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	FNMA PL AL7206 4.00% 08/01/45	111,000 Government Security	\$ 12,065	\$ 10,498
	FNMA PL MA4963 3.50% 03/01/53	13,000 Government Security	10,503	10,404
	FNMA PL CA3872 3.50% 07/01/49	101,000 Government Security	12,284	10,391
	FNMA PL MA3774 3.00% 09/01/49	72,000 Government Security	11,446	9,621
	FHLMC PL RA6945 3.50% 03/01/52	13,000 Government Security	9,424	9,431
	FNMA PL MA3026 3.50% 06/01/47	85,000 Government Security	10,724	9,379
	FNMA PL CB5664 4.00% 02/01/53	11,000 Government Security	8,896	9,237
	FNMA PL FM9681 4.00% 08/01/51	18,000 Government Security	9,907	8,617
	FNMA PL MA3466 3.50% 09/01/48	74,000 Government Security	8,181	7,238
	FNMA PL FS1030 3.00% 03/01/52	10,000 Government Security	6,928	7,190
	FNMA PL CA3866 3.50% 07/01/49	54,000 Government Security	7,662	6,487
	FNMA PL FM7031 4.00% 01/01/51	20,000 Government Security	7,192	6,300
	FHLMC PL SD8225 3.00% 07/01/52	8,000 Government Security	6,089	6,035
	FHLMC PL SD8214 3.50% 05/01/52	8,000 Government Security	6,602	5,982
	FHLMC PL SD8163 3.50% 08/01/51	13,000 Government Security	6,594	5,597
	FNMA PL MA3686 3.50% 06/01/49	61,000 Government Security	6,423	5,537
	FNMA PL MA4528 4.00% 12/01/51	12,000 Government Security	6,050	5,510
	FNMA PL FM7599 3.50% 01/01/51	15,000 Government Security	6,230	5,266
	FNMA PL MA3331 3.00% 04/01/48	28,000 Government Security	4,763	4,280
	FNMA PL MA5135 4.0% 08/01/53	5,000 Government Security	4,321	4,267
	FNMA PL BN6594 4.00% 05/01/49	29,000 Government Security	4,679	4,067
	FNMA PL MA3803 3.50% 10/01/49	32,000 Government Security	4,715	4,031
	FNMA PL BP9638 3.00% 06/01/50	13,000 Government Security	4,932	4,016
	FNMA PL AS4168 4.00% 12/01/44	31,000 Government Security	4,450	3,858
	FHLMC PL QA5381 3.00% 12/01/49	19,000 Government Security	4,708	3,847
	FNMA PL MA3871 3.00% 12/01/49	22,000 Government Security	4,673	3,833
	FNMA PL FM6039 3.50% 06/01/50	11,000 Government Security	4,445	3,742
	FHLMC PL SD8213 3.00% 05/01/52	5,000 Government Security	4,132	3,657
	FNMA PL AS5942 4.00% 10/01/45	38,000 Government Security	4,122	3,636
	FNMA PL FM5750 4.00% 08/01/50	14,000 Government Security	4,150	3,573
	FNMA PL CB2556 3.00% 01/01/52	5,000 Government Security	3,782	3,565
	FHLMC PL G08624 4.00% 01/01/45	40,000 Government Security	3,721	3,234
	FHLMC PL SD8057 3.50% 04/01/50	15,000 Government Security	3,775	3,205
	FNMA PL MA4020 3.00% 05/01/50	12,000 Government Security	3,823	3,110
	FNMA PL CB3914 4.00% 06/01/52	4,000 Government Security	3,125	3,034
	FHLMC PL C09071 4.00% 02/01/45	62,000 Government Security	3,428	2,973
	FNMA PL FM4251 3.50% 12/01/49	18,000 Government Security	3,477	2,918
	FNMA PL MA3467 4.00% 09/01/48	37,000 Government Security	3,050	2,785
	FNMA PL FM1598 4.00% 02/01/49	30,000 Government Security	3,159	2,766
	FNMA PL MA2920 3.00% 03/01/47	12,000 Government Security	3,166	2,748
	FNMA PL BO7222 4.00% 01/01/50	13,000 Government Security	2,945	2,547
	FHLMC PL SD8221 3.50% 06/01/52	3,000 Government Security	2,493	2,281
	FNMA PL BM1066 4.00% 02/01/47	15,000 Government Security	2,295	2,024
	FNMA PL MA3991 3.00% 04/01/50	10,000 Government Security	2,479	2,013
	FNMA PL MA3746 4.00% 08/01/49	17,000 Government Security	2,160	1,926
	FNMA PL MA3906 3.50% 01/01/50	13,000 Government Security	2,231	1,900
	FNMA PL MA3960 3.00% 03/01/50	10,000 Government Security	2,285	1,878
	FNMA PL MA3521 4.00% 11/01/48	20,000 Government Security	1,882	1,637
	FNMA PL MA3804 4.00% 10/01/49	11,000 Government Security	1,854	1,609
	FHLMC PL ZA6946 4.00% 05/01/49	18,000 Government Security	1,761	1,533
	FHLMC PL SD8003 4.00% 07/01/49	13,000 Government Security	1,567	1,396
	FNMA PL MA3592 4.00% 02/01/49	23,000 Government Security	1,565	1,382

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**EIN: 92-0072819 Plan: 001**  
**Plan Year: December 31, 2024**

**Attachment to 2024 Form 5500, Schedule H, Line 4i**  
**Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	FHLMC PL SD8086 4.00% 08/01/50	6,000 Government Security	\$ 1,552	\$ 1,343
	FNMA PL MA3495 4.00% 10/01/48	13,000 Government Security	1,169	1,014
	FNMA PL MA4084 4.00% 07/01/50	3,000 Government Security	861	743
	FNMA PL MA3637 3.50% 04/01/49	9,000 Government Security	827	720
	FHLMC PL ZT1952 4.00% 05/01/49	7,000 Government Security	679	606
	FNMA PL FM3278 3.50% 11/01/48	1,000 Government Security	230	195
	APPLE INC	1,998 shares Common Stock	293,239	500,339
	MICROSOFT CORP	1,007 shares Common Stock	247,899	424,452
	NVIDIA CORP	1,868 shares Common Stock	40,794	250,854
	TAIWAN SEMICONDUCTOR MFG CO LTD ADR	1,198 shares Common Stock	179,870	236,592
	BERKSHIRE HATHAWAY INC NEW CL B	454 shares Common Stock	109,100	205,789
	BLACKROCK INC	186 shares Common Stock	82,020	190,670
	JOHNSON & JOHNSON COM	1,308 shares Common Stock	193,709	189,163
	AIR PROD & CHEMICAL INC	633 shares Common Stock	155,794	183,595
	PHILIP MORRIS INTL INC	1,447 shares Common Stock	125,268	174,146
	PROGRESSIVE CORP OHIO	703 shares Common Stock	69,004	168,446
	META PLATFORMS INC CL A	285 shares Common Stock	79,675	166,870
	TEXAS INSTRUMENTS	874 shares Common Stock	110,367	163,884
	SAP SE SPON ADR	659 shares Common Stock	155,831	162,253
	LOWES COMPANIES INC	618 shares Common Stock	71,479	152,522
	SAFRAN SA ADR	2,757 shares Common Stock	117,419	150,257
	NORFOLK STHN CORP	619 shares Common Stock	118,718	145,279
	TE CONNECTIVITY PLC	999 shares Common Stock	144,535	142,827
	SCHWAB CHARLES CORP NEW	1,849 shares Common Stock	101,788	136,844
	FIDELITY NATL INFORMATION SVCS	1,675 shares Common Stock	154,169	135,290
	NINTENDO LTD ADR NEW JAPAN ADR	9,015 shares Common Stock	118,891	131,890
	ARCH CAPITAL GROUP LTD	1,403 shares Common Stock	108,098	129,567
	AMAZON COM INC	570 shares Common Stock	61,294	125,052
	ACUSHNET HLDGS CORP	1,758 shares Common Stock	52,843	124,959
	SPOTIFY TECHNOLOGY SA EUR	272 shares Common Stock	84,706	121,688
	STARBUCKS CORP	1,327 shares Common Stock	116,120	121,089
	PAYCHEX INC	856 shares Common Stock	56,525	120,028
	BROADCOMM INC	516 shares Common Stock	86,372	119,630
	CISCO SYSTEMS INC	1,936 shares Common Stock	71,090	114,611
	MERCK & CO INC COM	1,144 shares Common Stock	68,753	113,805
	ASTRAZENECA PLC SPON ADR	1,731 shares Common Stock	127,650	113,416
	DOMINION ENERGY INC	2,092 shares Common Stock	148,291	112,675
	NETFLIX INC	126 shares Common Stock	48,470	112,307
	SIMPSON MANUFACTURING CO INC DELA	676 shares Common Stock	56,037	112,101
	FERRARI N V EUR	262 shares Common Stock	59,009	111,308
	PRIMERICA INC	410 shares Common Stock	26,065	111,282
	NOVO NORDISK ADR DENMARK ADR	1,290 shares Common Stock	70,893	110,966
	ICON PLC EUR	505 shares Common Stock	110,152	105,904
	ROLLS ROYCE HOLDINGS PLC SPON ADR	14,860 shares Common Stock	106,737	105,779
	NORTHROP GRUMMAN CORP	225 shares Common Stock	102,256	105,590
	SEA LTD ADR	995 shares Common Stock	73,980	105,570
	FASTENAL CO	1,456 shares Common Stock	47,537	104,701
	CHEVRON CORP	700 shares Common Stock	74,399	101,388
	MANHATTAN ASSOC INC	375 shares Common Stock	57,861	101,340
	ARISTA NETWORKS INC	916 shares Common Stock	78,211	101,245
	APPLOVIN CORP CL A	305 shares Common Stock	26,908	98,769
	ASML HLDG NV SPON ADR	141 shares Common Stock	76,886	97,724

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	FTI CONSULTING INC	511 shares Common Stock	\$ 55,197	\$ 97,667
	CORVEL CORP	861 shares Common Stock	33,482	95,795
	CINN FINANCIAL CORP	663 shares Common Stock	49,562	95,273
	STERIS PLC	460 shares Common Stock	72,564	94,557
	ALPHABET INC CL C	489 shares Common Stock	50,841	93,125
	HUBBELL INC	218 shares Common Stock	66,653	91,308
	CADENCE DESIGN SYSTEM	303 shares Common Stock	90,623	91,039
	NESTLE S A SPONSORED ADR	1,107 shares Common Stock	108,744	90,442
	ALTRIA GROUP INC	1,713 shares Common Stock	85,472	89,573
	EMCOR GROUP INC	195 shares Common Stock	19,306	88,510
	3I GROUP PLC ADR	3,777 shares Common Stock	78,087	85,360
	UNITED PARCEL SERVICE INC CL B	670 shares Common Stock	86,996	84,487
	BOOKING HLDGS INC	17 shares Common Stock	63,044	84,464
	MEITUAN ADR	2,144 shares Common Stock	107,902	83,209
	JEFFERIES FINL GROUP INC	1,045 shares Common Stock	51,797	81,928
	COSTCO WHOLESALE CORP	89 shares Common Stock	65,607	81,548
	TORO CO	1,017 shares Common Stock	78,445	81,462
	DIAGEO PLC NEW GB SPON ADR	627 shares Common Stock	82,914	79,711
	PARKER HANNIFIN CORP	124 shares Common Stock	68,986	78,868
	MITSUBISHI HEAVY INDS LTD ADR	2,756 shares Common Stock	67,089	77,113
	ADOBE INC. (DELAWARE)	171 shares Common Stock	78,281	76,041
	BAE SYSTEMS PLC SPON ADR	1,313 shares Common Stock	74,356	75,051
	WATTS WATER TECHNOLOGIES INC CL A	363 shares Common Stock	42,819	73,798
	ALPHABET INC CL A	385 shares Common Stock	57,981	72,881
	LANDSTAR SYSTEMS INC	419 shares Common Stock	71,025	72,009
	CANADIAN PAC KANS CITY LTD CAD	978 shares Common Stock	57,144	70,778
	MOELIS & CO CL A	957 shares Common Stock	42,772	70,703
	AMER EXPRESS CO	237 shares Common Stock	53,896	70,340
	KADANT INC	201 shares Common Stock	45,402	69,343
	CROWN CASTLE INC REIT	764 shares Common Stock	101,953	69,341
	AMERIPRISE FINANCIAL INC	130 shares Common Stock	56,212	69,216
	MCKESSON CORP	118 shares Common Stock	62,131	67,250
	SIEMENS ENERGY AG ADR	1,281 shares Common Stock	63,597	66,996
	COMCAST CORP NEW CL A	1,692 shares Common Stock	85,567	63,501
	COUPANG INC	2,889 shares Common Stock	55,183	63,500
	LCI INDUSTRIES	613 shares Common Stock	69,259	63,378
	LINDE PLC NEW EUR	151 shares Common Stock	47,804	63,219
	TESLA INC	156 shares Common Stock	36,339	62,999
	SCHNEIDER ELEC SE UNSPONSORED ADR	1,269 shares Common Stock	39,672	62,993
	WILLIAMS SONOMA INC	338 shares Common Stock	21,658	62,591
	ATLISSIAN CORP CL A	255 shares Common Stock	38,844	62,062
	KLA CORP	98 shares Common Stock	70,031	61,752
	ICICI BANK LTD SPON ADR	2,027 shares Common Stock	44,922	60,526
	EAST WEST BANCORP INC	629 shares Common Stock	29,434	60,233
	RBC BEARINGS INC	200 shares Common Stock	17,742	59,828
	ADYEN N V ADR	4,062 shares Common Stock	51,693	59,549
	GRACO INC	705 shares Common Stock	22,897	59,424
	COMPASS GROUP PLC SPON ADR	1,732 shares Common Stock	49,185	58,178
	MERCADOLIBRE INC	34 shares Common Stock	53,633	57,815
	MARVELL TECHNOLOGY CO	493 shares Common Stock	45,753	54,452
	UFP INDS INC	478 shares Common Stock	47,842	53,847
	MONDAY COM LTD	228 shares Common Stock	49,392	53,680

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	VERALTO CORP	525 shares Common Stock	\$ 43,557	\$ 53,471
	FLEX LTD	1,369 shares Common Stock	25,923	52,556
	UBS GROUP AG	1,726 shares Common Stock	52,774	52,332
	FIRST HAWAIIAN INC	2,010 shares Common Stock	46,832	52,160
	MASTERCARD INC CL A	99 shares Common Stock	49,681	52,131
	RIGHTMOVE PLC ADR	3,207 shares Common Stock	42,393	51,761
	VISA INC CL A	163 shares Common Stock	35,882	51,515
	AFLAC INC	498 shares Common Stock	31,100	51,513
	JPMORGAN CHASE & CO	212 shares Common Stock	41,872	50,819
	WORKDAY INC CL A	195 shares Common Stock	54,111	50,316
	ASM INTL NV EUR	86 shares Common Stock	27,571	48,947
	MEDPACE HOLDINGS INC	147 shares Common Stock	59,917	48,838
	TJX COS INC NEW	403 shares Common Stock	40,062	48,687
	TARGA RESOURCES CORP	272 shares Common Stock	14,070	48,552
	FACTSET RESH SYSTEMS INC	101 shares Common Stock	17,594	48,508
	CULLEN FROST BANKERS INC	361 shares Common Stock	36,601	48,464
	EQUITABLE HLDGS INC	994 shares Common Stock	39,901	46,887
	FERGUSON INC	267 shares Common Stock	39,249	46,343
	INGREDION INC COM	332 shares Common Stock	33,411	45,670
	ROCKWELL AUTOMATION INC NEW	159 shares Common Stock	42,398	45,441
	HASBRO INC	808 shares Common Stock	49,157	45,175
	WINTRUST FINANCIAL CORP	356 shares Common Stock	35,901	44,397
	ARTISAN PARTNERS ASSET MGMT INC	1,030 shares Common Stock	39,572	44,342
	CANADIAN NAT RESOURCES LTD CAD	1,436 shares Common Stock	45,636	44,329
	WATERS CORP	119 shares Common Stock	45,758	44,147
	PACKAGING CORP OF AMERICA	196 shares Common Stock	23,233	44,125
	NU HLDGS LTD CL A	4,254 shares Common Stock	47,097	44,071
	EBAY INC	708 shares Common Stock	36,339	43,861
	WASTE MGMT INC NEW	216 shares Common Stock	31,421	43,587
	UNILEVER PLC AMER SHS NEW SPONADR	767 shares Common Stock	38,942	43,489
	AON PLC CL A	120 shares Common Stock	32,494	43,099
	CBOE GLOBAL MARKETS INC	219 shares Common Stock	39,916	42,793
	NOVO NORDISK A/S SPON ADR	495 shares Common Stock	68,505	42,580
	EXPERIAN PLC SPON ADR	981 shares Common Stock	34,040	41,918
	MKS INSTRUMENTS INC	401 shares Common Stock	39,271	41,860
	LILLY ELI & CO	54 shares Common Stock	49,889	41,688
	PROCTER & GAMBLE CO	248 shares Common Stock	37,309	41,577
	WASTE CONNECTIONS INC CAD	242 shares Common Stock	33,263	41,522
	LONDON STK EXCHANGE UNSPONSORED ADR	1,163 shares Common Stock	39,657	41,507
	INTERCONTINENTALEXCHANGE GROUP	278 shares Common Stock	27,939	41,425
	RLI CORP	248 shares Common Stock	17,332	40,878
	INTUIT	65 shares Common Stock	30,787	40,853
	CLEARWATER ANALYTICS HLDGS INCCL A	1,480 shares Common Stock	32,158	40,730
	SERVISFIRST BANCSHARES INC	479 shares Common Stock	22,440	40,590
	FISERV INC	197 shares Common Stock	39,054	40,468
	PERFORMANCE FOOD GROUP CO	475 shares Common Stock	36,029	40,161
	ACUITY BRANDS INC	136 shares Common Stock	45,067	39,730
	FIDELITY NATIONAL FINANCIAL INCOM	707 shares Common Stock	24,421	39,691
	BANCFIRST CORP	334 shares Common Stock	27,786	39,138
	AGREE REALTY CORP	554 shares Common Stock	34,531	39,029
	GE HEALTHCARE TECHNOLOGIES INC	499 shares Common Stock	41,654	39,012
	PALO ALTO NETWORKS INC	214 shares Common Stock	27,394	38,940

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**EIN: 92-0072819 Plan: 001**  
**Plan Year: December 31, 2024**

**Attachment to 2024 Form 5500, Schedule H, Line 4i**  
**Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	SNAP ON INC	113 shares Common Stock	\$ 18,343	\$ 38,361
	ABB LTD SPON ADR	699 shares Common Stock	40,143	37,543
	NEXTERA ENERGY INC COM	523 shares Common Stock	33,290	37,494
	LEIDOS HLDGS INC	260 shares Common Stock	21,430	37,456
	DONALDSON CO INC	555 shares Common Stock	22,292	37,379
	RAYMOND JAMES FINANCIAL CORP	239 shares Common Stock	17,589	37,124
	NVENT ELEC PLC	534 shares Common Stock	11,848	36,397
	NISOURCE INC	989 shares Common Stock	25,669	36,356
	AMDOCS LTD GBP	425 shares Common Stock	27,977	36,185
	SERVICENOW INC	34 shares Common Stock	31,971	36,044
	FEDERAL AGRICULTURAL MTG CORP CL C NON VTG	182 shares Common Stock	16,163	35,845
	QUEST DIAGNOSTICS INC	237 shares Common Stock	33,537	35,754
	ASSURED GUARANTY LTD	397 shares Common Stock	14,119	35,734
	ACCENTURE PLC IRELAND CL A	101 shares Common Stock	28,295	35,531
	ON HLDG AG CL A CHF	642 shares Common Stock	31,500	35,162
	VERTEX PHARMACEUTICAL INC	87 shares Common Stock	36,107	35,035
	ASPEN TECHNOLOGY INC	140 shares Common Stock	11,767	34,948
	BECTON DICKINSON & CO	154 shares Common Stock	37,374	34,938
	INTL FLAVORS&FRGRNCS	413 shares Common Stock	41,382	34,919
	ALCON INC CHF	410 shares Common Stock	29,380	34,805
	EXLSERVICE HOLDINGS INC	779 shares Common Stock	23,961	34,572
	UNITEDHEALTH GROUP INC	68 shares Common Stock	34,102	34,398
	PINTEREST INC CL A	1,176 shares Common Stock	39,836	34,104
	HCA HEALTHCARE INC	110 shares Common Stock	41,884	33,017
	INTUITIVE SURGICAL INC	63 shares Common Stock	15,536	32,884
	HAMILTON LANE INC CL A	222 shares Common Stock	17,622	32,867
	OKTA INC	417 shares Common Stock	44,342	32,860
	HYATT HOTELS CORP CL A	209 shares Common Stock	30,689	32,809
	ESSILORILUXOTTICA ADR	271 shares Common Stock	32,135	32,702
	AECOM	306 shares Common Stock	28,670	32,687
	VEEVA SYSTEMS INC CL A	155 shares Common Stock	35,811	32,589
	AMADEUS IT GROUP UNSPONSORED ADR	456 shares Common Stock	31,455	32,166
	TOTALENERGIES SE SPON ADR	590 shares Common Stock	25,832	32,155
	BRUNSWICK CORP	496 shares Common Stock	28,285	32,081
	FAIR ISSAC CORP	16 shares Common Stock	14,162	31,855
	ORACLE CORP	185 shares Common Stock	9,429	30,829
	RPM INTL INC (DELA)	250 shares Common Stock	19,235	30,765
	AVERY DENNISON CORP	164 shares Common Stock	20,944	30,689
	EXXON MOBIL CORP	282 shares Common Stock	32,045	30,335
	NXP SEMICONDUCTORS N V COM EUR	145 shares Common Stock	28,117	30,138
	ESSENTIAL PPTYS RLTY TR INC	963 shares Common Stock	23,668	30,123
	APTIV PLC	498 shares Common Stock	44,959	30,119
	AGCO CORP	320 shares Common Stock	34,738	29,914
	MSA SAFETY INC COM	179 shares Common Stock	16,650	29,673
	HEXCEL CORP NEW	469 shares Common Stock	28,797	29,406
	ITOCHU CORP ADR JAPAN ADR	295 shares Common Stock	31,087	29,075
	DANAHER CORP	126 shares Common Stock	23,060	28,923
	ALLIANT ENERGY CORP	474 shares Common Stock	24,810	28,032
	AMKOR TECHNOLOGY INC	1,087 shares Common Stock	39,039	27,925
	RELX PLC SPON ADR	603 shares Common Stock	28,019	27,388
	LINCOLN ELEC HOLDINGS NEW	145 shares Common Stock	13,549	27,183
	COUSINS PROPERTIES INC	873 shares Common Stock	27,497	26,749

*See accompanying independent auditor's report.*

**PND Engineers, Inc. 401(k) Profit Sharing Plan**  
**EIN: 92-0072819 Plan: 001**  
**Plan Year: December 31, 2024**

**Attachment to 2024 Form 5500, Schedule H, Line 4i**  
**Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	BRUKER CORP	454 shares Common Stock	\$ 30,826	\$ 26,613
	LITTELFUSE INC	112 shares Common Stock	22,097	26,393
	DBS GROUP HLDGS LTD. SPON ADR	205 shares Common Stock	13,752	26,248
	INDUSTRIA DE DISENO TEXTIL IND ADR	1,012 shares Common Stock	27,531	25,816
	D R HORTON INC	183 shares Common Stock	33,426	25,587
	COMFORT SYSTEMS USA INC	59 shares Common Stock	3,101	25,020
	IDACORP INC (HOLDING COMPANY)	226 shares Common Stock	23,689	24,697
	TIMKEN CO	344 shares Common Stock	19,955	24,551
	HITACHI LTD ADR NEW JAPAN	495 shares Common Stock	24,181	24,483
	NORDSON CORP	117 shares Common Stock	20,164	24,481
	PERMIAN RES CORP CL A	1,690 shares Common Stock	23,635	24,302
	LKQ CORP NEW	654 shares Common Stock	28,035	24,035
	HENRY JACK & ASSOC INC	137 shares Common Stock	7,955	24,016
	CRANE CO	158 shares Common Stock	11,495	23,977
	EPIROC AKTIEBOLAG ADR	1,372 shares Common Stock	26,370	23,818
	CAMDEN PPTY TR SBI	205 shares Common Stock	24,220	23,788
	LVMH MOET HENNESSY LOUIS ADR	182 shares Common Stock	26,415	23,786
	MONOLITHIC POWER SYSTEMS INC	40 shares Common Stock	22,811	23,668
	TETRA TECH INC NEW	590 shares Common Stock	17,758	23,506
	CAPGEMINI S E UNSPONSORED ADR	722 shares Common Stock	29,980	23,436
	EASTGROUP PROPERTIES INC (MARYLAND CORP)	146 shares Common Stock	18,700	23,432
	AIA GROUP LTD SPON ADR	807 shares Common Stock	33,379	23,258
	KKR & CO INC CL A	153 shares Common Stock	20,914	22,630
	AIRBUS SE UNSPONSORED ADR	564 shares Common Stock	21,624	22,467
	GOLDMAN SACHS GROUP ING	39 shares Common Stock	20,447	22,332
	DAIICHI SANKYO CO LTD SPON ADR	811 shares Common Stock	33,920	22,132
	RECRUIT HLDGS CO LTD UN SPONSORED ADR	1,580 shares Common Stock	19,576	22,073
	LOREAL CO ADR FRANCE ADR	313 shares Common Stock	27,504	22,038
	UNICREDIT SPA UNSPONSORED ADR	1,095 shares Common Stock	22,478	21,878
	SHOPIFY INC CL A	200 shares Common Stock	15,911	21,266
	GIVAUDAN SA ADR	238 shares Common Stock	24,395	20,724
	HOLOGIC INC	287 shares Common Stock	23,858	20,690
	BLACKSTONE INC CL A	119 shares Common Stock	19,037	20,518
	TRANSDIGM GROUP INC	16 shares Common Stock	22,434	20,276
	SELECT MEDICAL HOLDINGS CORP	1,060 shares Common Stock	17,702	19,981
	BXP INC	266 shares Common Stock	16,451	19,780
	OWENS CORNING NEW	116 shares Common Stock	22,049	19,757
	NATWEST GROUP PLC SPONSORED	1,924 shares Common Stock	17,635	19,567
	MARATHON PETROLEUM CO	140 shares Common Stock	27,982	19,530
	KFORCE INC	344 shares Common Stock	21,582	19,505
	TERRENO RLTY CORP SBI	329 shares Common Stock	21,189	19,457
	KEYENCE CORP ORD JPY	48 shares Common Stock	22,968	19,452
	COCA COLA CO COM	312 shares Common Stock	21,629	19,425
	FOUR CORNERS PPTY TRUST REIT	715 shares Common Stock	17,620	19,405
	DSV A/S ADR	182 shares Common Stock	16,234	19,328
	CDN NATL RAILWAY CO CAD	187 shares Common Stock	21,862	18,982
	CONCENTRA GROUP HOLDINGS	957 shares Common Stock	17,253	18,929
	TDK CORP ADR JAPAN ADR	1,440 shares Common Stock	19,607	18,662
	RELIANCE INC	69 shares Common Stock	20,486	18,579
	CONMED CORP	262 shares Common Stock	23,933	17,931
	ANHEUSER BUSCH INBEV SPON ADR	356 shares Common Stock	22,534	17,825
	HERMES INTL SCA ADR	74 shares Common Stock	17,758	17,688

*See accompanying independent auditor's report.*

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	HF SINCLAIR CORP	500 shares Common Stock	\$ 18,968	\$ 17,525
	ENGIE SPON ADR	1,105 shares Common Stock	19,550	17,508
	MAGNOLIA OIL & GAS CORP CL A	740 shares Common Stock	15,933	17,301
	SIKA AG UNSPONSORED ADR	732 shares Common Stock	23,428	17,268
	NOMURA RESEARCH INSTITUTE LTD ADR	581 shares Common Stock	19,038	17,070
	SALESFORCE INC	51 shares Common Stock	17,048	17,051
	INTL BUSINESS MACH	77 shares Common Stock	17,770	16,927
	TOPBUILD CORP	53 shares Common Stock	7,849	16,501
	DOORCASH INC CL A	97 shares Common Stock	14,438	16,272
	TENCENT HLDGS LTD ADR	302 shares Common Stock	14,629	16,060
	MUNICH RE GROUP ADR	1,578 shares Common Stock	16,516	15,812
	BENTLEY SYSTEMS INC CL B	335 shares Common Stock	17,952	15,645
	SHIN ETSU CHEM CO LTD ADR	903 shares Common Stock	19,853	14,918
	TFI INTL INC CAD	110 shares Common Stock	16,190	14,860
	MCDONALDS CORP	51 shares Common Stock	15,516	14,784
	AIR LIQUIDE ADR FRANCE	458 shares Common Stock	17,107	14,770
	MTU AERO ENGINES HLDGS AG ADR	88 shares Common Stock	13,138	14,580
	3M CO	112 shares Common Stock	14,936	14,458
	IMPERIAL BRANDS PLC SPONS ADR	448 shares Common Stock	12,822	14,358
	SMC CORP YEN SHS ORD JPY	37 shares Common Stock	17,286	14,245
	NRG ENERGY INC NEW	156 shares Common Stock	11,701	14,074
	DEUTSCHE BANK AG REG SHS ORD EUR	815 shares Common Stock	13,332	13,896
	INTERPUBLIC GROUP OF COS INC	486 shares Common Stock	16,353	13,618
	HUNTSMAN CORP	754 shares Common Stock	16,905	13,595
	DNB BK ASA SPON ADR	671 shares Common Stock	14,232	13,353
	TOKYO ELECTRON LTD ADR	176 shares Common Stock	15,763	13,286
	REGENCY CENTERS CORP	178 shares Common Stock	10,489	13,160
	QUANTA SERVICES INC	41 shares Common Stock	12,745	12,958
	AUTOZONE INC	4 shares Common Stock	12,560	12,808
	PAYPAL HOLDINGS INC	150 shares Common Stock	11,711	12,803
	HONG KONG EXCHANGES & CLEARING LTD ADR	337 shares Common Stock	10,303	12,648
	SUZUKI MOTOR CORP LTD ADR	279 shares Common Stock	12,561	12,563
	TRANE TECHNOLOGIES PLC	34 shares Common Stock	13,505	12,558
	ADIDAS AG SPON ADR	102 shares Common Stock	13,092	12,421
	ASHTAD GROUP PLC ORD UNSPONSORED ADR	50 shares Common Stock	16,069	12,225
	BP PLC SPON ADR	412 shares Common Stock	13,929	12,179
	ROYAL KPN N.V. SPON ADR	3,292 shares Common Stock	13,530	11,851
	FUJITSU LTD ADR NEW JAPAN ADR	672 shares Common Stock	12,214	11,800
	NATIONAL GRID PLC SPON ADR	194 shares Common Stock	12,879	11,527
	IBERDROLA SA SPON ADR	207 shares Common Stock	11,794	11,414
	DANONE SPON ADR	843 shares Common Stock	11,727	11,287
	DAIKIN INDS LTD ADR	949 shares Common Stock	14,514	11,084
	MARUBENI CORP ADR JAPAN ADR	73 shares Common Stock	12,482	10,973
	ABBOTT LABS	95 shares Common Stock	11,013	10,746
	CARLSBERG AS SPON ADR	541 shares Common Stock	12,860	10,317
	BRITISH AMER TOBACCO PLC GB SPON ADR	284 shares Common Stock	10,636	10,315
	ENERGIZER HLDGS INC	288 shares Common Stock	12,833	10,048
	HUNTINGTON INGALLS INDS INC	53 shares Common Stock	9,396	10,015
	AMPHENOL CORP NEW CL A	144 shares Common Stock	9,361	10,001
	EATON CORP PLC	30 shares Common Stock	10,172	9,956
	FAIR ISAAC CORP	5 shares Common Stock	10,028	9,955
	AIR LEASE CORP CL A	206 shares Common Stock	10,078	9,931

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

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<b>Nonparticipant Directed Funds:</b>				
	CHUGAI PHARMACEUTICAL LTD ADR	449 shares Common Stock	\$ 10,749	\$ 9,865
	GENMAB A/S SPON ADR	463 shares Common Stock	12,839	9,663
	WALMART INC	97 shares Common Stock	9,163	8,764
	STRAUMANN HLDG AD ADR	680 shares Common Stock	10,044	8,466
	KINSALE CAP GROUP INC	18 shares Common Stock	4,045	8,372
	HUBSPOT INC	12 shares Common Stock	6,702	8,361
	UBER TECHNOLOGIES INC	132 shares Common Stock	11,283	7,962
	HOYA CORP SPON ADR	64 shares Common Stock	9,180	7,936
	HOME DEPOT INC	20 shares Common Stock	8,235	7,780
	TERUMO CORP ADR	388 shares Common Stock	7,174	7,566
	VERTIV HLDG CO	66 shares Common Stock	7,253	7,498
	THE TRADE DESK INC CL A	62 shares Common Stock	7,260	7,287
	NITORI HLDGS CO LTD ADR	593 shares Common Stock	8,726	7,021
	BEIGENE LTD SPON ADR	38 shares Common Stock	7,300	7,019
	EVOLUTION AB UNSPONSORED ADR	88 shares Common Stock	8,090	6,763
	DIAMONDBACK ENERGY INC	41 shares Common Stock	5,587	6,717
	GRAINGER W W INC	6 shares Common Stock	6,498	6,324
	WD-40 CO (DEL)	26 shares Common Stock	4,964	6,310
	NETEASE INC SPON ADR	62 shares Common Stock	4,984	5,531
	LAM RESEARCH CORP	76 shares Common Stock	6,306	5,490
	UNION PACIFIC CORP	24 shares Common Stock	5,633	5,473
	BHP GROUP LTD SPON ADR	110 shares Common Stock	6,027	5,371
	REGENERON PHARMACEUTICALS INC	7 shares Common Stock	2,211	4,986
	CHIPOTLE MEXICAN GRILL INC	77 shares Common Stock	4,512	4,643
	BLOCK INC CL A	52 shares Common Stock	3,876	4,419
*	CONOCOPHILLIPS	43 shares Common Stock	4,772	4,264
	ALIBABA GROUP HLDG LTD SPON ADR	47 shares Common Stock	4,849	3,985
	UNICHARM CORP SPON ADR	985 shares Common Stock	6,846	3,970
	SYNOPSIS INC	8 shares Common Stock	4,300	3,882
	B&M EUROPEAN VALUE RETAIN SA UNSPONSORED ADR	212 shares Common Stock	4,986	3,848
	NATERA INC	24 shares Common Stock	3,921	3,799
	EDWARDS LIFESCIENCES CORP	45 shares Common Stock	3,089	3,331
	CHENIERE ENERGY INC NEW	14 shares Common Stock	2,672	3,008
	THERMO FISHER SCIENTIFIC INC	5 shares Common Stock	2,591	2,601
	F&G ANNUITIES & LIFE INC	57 shares Common Stock	1,098	2,362
	CELSIUS HOLDINGS INC COM	66 shares Common Stock	2,249	1,738
	MONSTER BEVERAGE CORP NEW COM	31 shares Common Stock	1,397	1,629
	MONGODB INC	5 shares Common Stock	1,469	1,164
	FREEMPORT-MCMORAN INC	21 shares Common Stock	1,052	800
	AIRBNB INC CL A	6 shares Common Stock	809	789
	COHEN & STEERS U.S. REALTY FUND C-BE	7,927 Common Collective Trust	177,565	170,272
	VANGUARD TOTAL STOCK MKT IDX ADM	18,575 shares Mutual Funds	1,584,250	2,619,677
	PGIM TOTAL RETURN BOND Z	147,272 shares Mutual Funds	1,964,978	1,740,761
	ALLIANZ FIXED INCOME SHARES: SERIES M	148,713 shares Mutual Funds	1,386,932	1,278,933
	ALLIANZ FIXED INCOME SHARES: SERIES C	143,624 shares Mutual Funds	1,375,341	1,272,511
	GQG PARTNERS EMERGING MARKETS EQUITY FUND INST	75,522 shares Mutual Funds	1,358,310	1,249,138
	VANGUARD TOTAL BOND MARKET INDEX ADM	86,596 shares Mutual Funds	899,802	820,933
	AMER FUNDS SMALLCAP WORLD FUND CLASS F2	11,053 shares Mutual Funds	586,529	766,631
	DFA INTERNATIONAL VALUE I	34,484 shares Mutual Funds	714,120	710,023
	VANGUARD TOTAL INTL STOCK INDEX ADM	22,142 shares Mutual Funds	664,160	701,686
	AMERICAN FUNDS EUROPACIFIC GR R6	11,417 shares Mutual Funds	645,201	613,346
	FIDELITY LARGE CAP GROWTH INDEX	9,990 shares Mutual Funds	243,505	391,299

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Held at End of Year)**

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
<b>Nonparticipant Directed Funds:</b>				
	PRIMECAP ODYSSEY AGGRESSIVE GROWTH	8,510 shares Mutual Funds	\$ 377,857	\$ 375,028
	VANGUARD SMALL CAP INDEX ADM	3,207 shares Mutual Funds	279,965	369,323
	VANGUARD INFLATION PROTECTED SECS ADM	16,133 shares Mutual Funds	406,875	363,312
	VANGUARD EQUITY INCOME ADM	3,076 shares Mutual Funds	248,367	271,207
<b>Total Nonparticipant Directed Funds:</b>			<b>\$ 33,705,098</b>	<b>\$ 37,850,587</b>

**Participant Directed Funds:**

	COHEN & STEERS U.S. REALTY FUND C-BE	2,878 Common Collective Trust	**	\$ 61,818
	T. ROWE PRICE STABLE VALUE A	7,997 Common Collective Trust	**	7,997
	VANGUARD TARGET RETIREMENT 2055	8,908 shares Mutual Funds	**	495,356
	VANGUARD TARGET RETIREMENT 2045	15,017 shares Mutual Funds	**	445,567
	VANGUARD TARGET RETIREMENT 2065	10,543 shares Mutual Funds	**	354,472
	VANGUARD TARGET RETIREMENT 2050	5,762 shares Mutual Funds	**	287,198
	VANGUARD TARGET RETIREMENT 2030	6,809 shares Mutual Funds	**	257,949
	FIDELITY LARGE CAP GROWTH INDEX	6,433 shares Mutual Funds	**	252,010
	VANGUARD TOTAL STOCK MKT IDX ADM	1,775 shares Mutual Funds	**	250,349
	VANGUARD TARGET RETIREMENT 2060	4,316 shares Mutual Funds	**	221,219
	VANGUARD TARGET RETIREMENT 2025	10,777 shares Mutual Funds	**	201,424
	VANGUARD TARGET RETIREMENT 2035	7,506 shares Mutual Funds	**	179,990
	VANGUARD TARGET RETIREMENT 2040	3,878 shares Mutual Funds	**	167,598
	VANGUARD SMALL CAP INDEX ADM	960 shares Mutual Funds	**	110,548
	VANGUARD TOTAL INTL STOCK INDEX ADM	2,442 shares Mutual Funds	**	77,395
	PRIMECAP ODYSSEY AGGRESSIVE GROWTH	1,663 shares Mutual Funds	**	73,279
	VANGUARD EQUITY INCOME ADM	788 shares Mutual Funds	**	69,493
	DFA INTERNATIONAL VALUE I	2,801 shares Mutual Funds	**	57,673
	AMERICAN FUNDS EUROPACIFIC GR R6	556 shares Mutual Funds	**	29,881
	VANGUARD TARGET RETIREMENT 2020	784 shares Mutual Funds	**	20,769
	VANGUARD TOTAL BOND MARKET INDEX ADM	1,572 shares Mutual Funds	**	14,906
	VANGUARD INFLATION-PROTECTED SECURITIES ADM	600 shares Mutual Funds	**	13,508
	VANGUARD TARGET RETIREMENT INCOME	914 shares Mutual Funds	**	11,968
	VANGUARD TARGET RETIREMENT 2070	92 shares Mutual Funds	**	2,451
<b>Total Participant Directed Funds:</b>			<b>**</b>	<b>\$ 3,664,818</b>

\* Party-in-interest

\*\* The cost of participant directed amounts is not required to be disclosed.

See accompanying independent auditor's report.

**PND Engineers, Inc. 401(k) Profit Sharing Plan**

EIN: 92-0072819 Plan: 001

Plan Year Ended: December 31, 2024

**Attachment to 2024 Form 5500, Schedule H, Line 4i  
Schedule of Assets (Acquired and Disposed of Within Year)**

(a) Identity of issue, borrower, lessor, or similar party	(b) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(c) Cost of Acquisition	(d) Proceeds of Disposition
ABBVIE INC	44,000 Corporate Bond	\$ 44,672	\$ 47,135
UNITEDHEALTH GROUP INC	39,000 Corporate Bond	40,731	41,100
FNMA PL MA5071	35,000 Government Security	33,234	32,609
FNMA PL FS6943	32,000 Government Security	26,375	27,845
FNMA PL MA4512	11,000 Government Security	8,162	7,822
AUTOZONE INC	22 shares Common Stock	71,106	65,650
ROCHE HLDG LTD	1,395 shares Common Stock	43,955	58,007
DSM FIRMENICH	4,308 shares Common Stock	47,669	57,538
MONOTARO CO	3,028 shares Common Stock	46,597	46,660
ELECTRONIC ARTS	303 shares Common Stock	40,037	44,522
JABIL INC	365 shares Common Stock	47,983	43,757
DOMINO'S PIZZA INC	83 shares Common Stock	37,947	34,854
MERCK & CO INC COM	290 shares Common Stock	35,987	33,422
ZIMMER BIOMET HOLDINGS INC	298 shares Common Stock	37,989	32,564
NEXTRACKER INC	755 shares Common Stock	44,089	28,476
DELTA AIR LINES INC	697 shares Common Stock	32,019	28,116
MERCADOLIBRE INC	13 shares Common Stock	26,638	27,087
ULTA BEAUTY, INC	61 shares Common Stock	31,826	25,670
TRIP COM GROUP LTD	281 shares Common Stock	14,409	18,054
NIKE INC	213 shares Common Stock	16,132	17,404
STMICROELECTRONICS	430 shares Common Stock	13,650	11,498
PKO BANK POLSKI	792 shares Common Stock	10,990	11,040
KERING	422 shares Common Stock	12,122	11,038
RECKITT BENCKISER PLC	812 shares Common Stock	9,370	9,671
BRIDGESTONE CORP	474 shares Common Stock	9,212	8,238
AMERICA MOVIL	365 shares Common Stock	6,022	5,251
ADVANCED MICRO DEVICES INC	7 shares Common Stock	1,172	893
VANGUARD FTSE DEVELOPMENT MKT	242 shares Mutual Funds	12,647	12,522

*See accompanying independent auditor's report.*