

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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

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

Part I Annual Report Identification Information

For calendar plan year 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... [X] a single-employer plan [] a DFE... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan, check here... [X] D Check box if filing under: [X] Form 5558 [] automatic extension [] the DFVC program... E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here... []

Part II Basic Plan Information—enter all requested information

1a Name of plan: REINAUER TRANSPORTATION COMPANIES, LLC RETIREMENT AND INVESTMENT PLAN #3
1b Three-digit plan number (PN): 003
1c Effective date of plan: 01/09/1989
2a Plan sponsor's name (employer, if for a single-employer plan): REINAUER TRANSPORTATION COMPANIES, LLC
2b Employer Identification Number (EIN): 13-3694366
2c Plan Sponsor's telephone number: 718-816-8167
2d Business code (see instructions): 483000

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

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

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

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

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	407
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	313
	6a(2)	427
	6b	6
	6c	78
	6d	511
	6e	1
	6f	512
	6g(1)	393
	6g(2)	468
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

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

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

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

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

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

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

A Name of plan REINAUER TRANSPORTATION COMPANIES, LLC RETIREMENT AND INVESTMENT PLAN #3	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 REINAUER TRANSPORTATION COMPANIES, LLC	D Employer Identification Number (EIN) 13-3694366	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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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)

NEWPORT CAPITAL GROUP

37-6572947

(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?
16	CONSULTANT	31050	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)

MAZARS USA LLP

13-1459550

(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?
10	ACCOUNTANT/A UDITOR	13000	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)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	4835	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BARON GROWTH - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BARON GROWTH INST - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DODGE & COX INCOME I - SS&C GIDS, 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.08%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
JPM EQUITY INCOME R5 - J.P. MORGAN 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
JPM US SMALL CO L - J.P. MORGAN IN 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MFS INTL DIVRSN R4 - MFS SERVICE C 04-2865649	0.15%	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

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

A Name of plan <u>REINAUER TRANSPORTATION COMPANIES, LLC RETIREMENT AND INVESTMENT PLAN #3</u>	B Three-digit plan number (PN)	<u>003</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>REINAUER TRANSPORTATION COMPANIES, LLC</u>	D Employer Identification Number (EIN) <u>13-3694366</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE:	<u>MIP CL 2</u>	
b Name of sponsor of entity listed in (a):	<u>FIDELITY MANAGEMENT TRUST COMPANY</u>	
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)
<u>04-3022712-024</u>	<u>C</u>	<u>264241</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan REINAUER TRANSPORTATION COMPANIES, LLC RETIREMENT AND INVESTMENT PLAN #3	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 REINAUER TRANSPORTATION COMPANIES, LLC	D Employer Identification Number (EIN) 13-3694366

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	4321204	4222923
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	1725331	1768758
(9) Value of interest in common/collective trusts	1c(9)	435597	264241
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	60310705	68381864
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	66792837	74637786
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	66792837	74637786

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	2415707	
(B) Participants.....	2a(1)(B)	3592149	
(C) Others (including rollovers).....	2a(1)(C)	1075188	
(2) Noncash contributions.....	2a(2)	0	7083044
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	202644	351129
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	148485	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	2356327
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	2356327	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	0	0
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	0
(B) Other.....	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	16669
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	8342128
c Other income	2c	18779
d Total income. Add all income amounts in column (b) and enter total	2d	18168076

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	8460646
(2) To insurance carriers for the provision of benefits	2e(2)	0
(3) Other	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	8460646
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions)	2g	-52881
h Interest expense	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	4835
(4) IQPA audit fees	2i(4)	13000
(5) Investment advisory and investment management fees	2i(5)	0
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses	2i(11)	34050
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	51885
j Total expenses. Add all expense amounts in column (b) and enter total	2j	8459650

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k	9708426
l Transfers of assets:		
(1) To this plan	2l(1)	0
(2) From this plan	2l(2)	1863477

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: **FORVIS MAZARS, LLP**

(2) EIN: **44-0160260**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?	X		3012
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	

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

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

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
REINAUER TRANSPORTATION COMPANIES, LLC RETIREMENT AND INVESTMENT PLAN #2	13-3694366	002

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

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

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

A Name of plan <u>REINAUER TRANSPORTATION COMPANIES, LLC RETIREMENT AND INVESTMENT PLAN #3</u>	B Three-digit plan number (PN) ▶	<u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>REINAUER TRANSPORTATION COMPANIES, LLC</u>	D Employer Identification Number (EIN) <u>13-3694366</u>	

Part I	Distributions
---------------	----------------------

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

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

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 04-6568107

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

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

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?..... Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

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

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

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

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

Part III	Amendments
-----------------	-------------------

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

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




Reinauer Transportation Companies, LLC Retirement and Investment Plan #3

EIN 13-3694366 PN 003

**Independent Auditor's Report Financial Statements,
and Supplemental Schedule**

December 31, 2024 and 2023



Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Contents
December 31, 2024 and 2023

Independent Auditor’s Report..... 1

Financial Statements

 Statements of Net Assets Available for Benefits..... 4

 Statement of Changes in Net Assets Available for Benefits 5

 Notes to Financial Statements 6

Supplemental Schedule

 Schedule H, Line 4i – Schedule of Assets (Held at End of Year) for the Year Ended
 December 31, 2024..... 12

Independent Auditor's Report

Trustees
Reinauer Transportation Companies, LLC
Retirement and Investment Plan #3
Staten Island, New York

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

We have performed audits of the accompanying financial statements of the Reinauer Transportation Companies, LLC Retirement and Investment Plan #3 (the "Plan"), an employee benefit plan subject to the *Employee Retirement Income Security Act of 1974* (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023 and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion for the Financial Statements

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- 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 audits in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplemental Schedule Required by ERISA

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

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

In our opinion:

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

Forvis Mazars, LLP
Iselin, New Jersey
September 26, 2025

Federal Employer Identification Number: 44-0160260

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments, at Fair Value		
Money market and mutual funds	\$ 72,604,787	\$ 64,631,909
Common collective trust fund	281,151	461,892
Total Investments, at Fair Value	<u>72,885,938</u>	<u>65,093,801</u>
Receivables		
Notes receivable from participants	1,768,758	1,725,331
Employer contribution	2,572,540	2,415,551
Participant contribution	101,849	97,552
Total Receivables	<u>4,443,147</u>	<u>4,238,434</u>
Net Assets Available for Benefits	<u>\$ 77,329,085</u>	<u>\$ 69,332,235</u>

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024

Additions	
Additions to Net Assets Attributable to Investment Income	
Net appreciation in fair value of mutual funds	\$ 8,342,128
Interest and dividends	<u>2,566,255</u>
Total Investment Income	<u>10,908,383</u>
Interest on Notes Receivable from Participants	<u>148,485</u>
Contributions	
Employer	2,572,696
Participants	3,596,446
Rollovers	<u>1,075,188</u>
Total Contributions	<u>7,244,330</u>
Other Income	<u>18,779</u>
Total Additions	<u>18,319,977</u>
Deductions	
Deductions from Net Assets Attributable to	
Benefits paid to participants	8,407,765
Administrative expenses	<u>51,885</u>
Total Deductions	<u>8,459,650</u>
Net Increase	9,860,327
Net transfers to Reinauer Transportation Companies, LLC Retirement and Investment Plan #2	(1,863,477)
Net Assets Available for Benefits, Beginning of Year	<u>69,332,235</u>
Net Assets Available for Benefits, End of Year	<u><u>\$ 77,329,085</u></u>

Note 1. Plan Description

General

Reinauer Transportation Companies, LLC (the “Company” or “Employer”) Retirement and Investment Plan #3 (the “Plan”) was established on January 9, 1989. The Plan is a defined contribution plan and is subject to the provisions of the *Employee Retirement Income Security Act of 1974* (“ERISA”).

The following brief description of the Plan provides only general information. Participants should refer to the Plan Document for a complete description of the Plan’s provisions.

Eligibility and Contributions

Employees of the Company who are covered by a collective bargaining agreement and not a part of a multi-employer retirement plan are eligible to participate in the Plan. On November 4, 2022, the Plan was amended to exclude any nonresident aliens who do not receive any earned income from the Employer which constitutes United States source income from participation in the Plan.

The Plan provides each employee with an opportunity to make elective salary deferral contributions to the Plan up to 60% of their eligible compensation and subject to the limitations of the Internal Revenue Code (“IRC”). Employees are able to make pre-tax contributions and Roth elective deferrals. Participants may also make rollover contributions from other qualified plans.

The Plan requires that the Company make an annual contribution in a fixed amount of 5% of eligible compensation to eligible employees with less than five years of continuous service, 6% between 5 and 10 years of continuous service, 7% between 11 and 15 years of continuous service, and 8% for more than 15 years of continuous service, depending on the date of contract ratification. To be eligible for the Employer contribution employees must have completed 1,000 hours, or if a Maritime Employee 100 days, of service, and be employed on the last business day of the year, with the exception of any participant who is covered by a collective bargaining agreement, has more than one year of seniority under such agreement, is on lay-off under such agreement on the last day of the plan year, and is within the 12-month recall period under such agreement.

Participant Accounts

Each participant's account is credited with their salary deferral contributions, employer contribution, and earnings thereon. Contributions are participant directed and invested based upon the percent allocation elected by the participant into one or more of the investment options available to the Plan.

Vesting

Participants are immediately and fully vested in their contributions and the Company’s contributions plus earnings thereon.

Benefit Payments

Upon termination of employment, retirement, disability or death, the participant or their beneficiary is entitled to receive a distribution of the participant’s entire vested interest in the Plan, pursuant to the guidelines set forth in the Plan.

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Notes to Financial Statements
December 31, 2024 and 2023

Notes Receivable from Participants

Participants are permitted to borrow up to 50% of their vested account balance up to a maximum of \$50,000. The minimum loan is \$1,000. The maximum term of a loan is five years, or ten years if the loan is for the purchase of a principal residence. The loans are secured by the balance in the participants' account and must bear a reasonable interest rate commensurate with the prevailing rate as determined by the plan administrator. Notes receivable from participants are repaid through payroll deductions and monitored by the plan administrator. Notes receivable from participants are measured at their unpaid principal balance plus any accrued interest. The interest rate on all outstanding notes receivable from participants ranged from 5.25% to 10.50% with maturity dates through December 2032 as of December 31, 2024 and 2023.

Loans that are in default are recorded as a reduction of net assets available for benefits in the year the default occurs and are treated as a deemed distribution. The balance of defaulted loans approximated \$40,000 and \$90,000 as of December 31, 2024 and 2023, respectively. There were approximately (\$51,000) and \$4,000 in loans defaulted during the year ended December 31, 2024 and 2023, respectively. Payments of a previously defaulted loan of \$103,000 were made during the year ended December 31, 2024.

Effective June 28, 2022, the Plan was amended to allow participants who terminate their employment with the Company to continue to repay outstanding loans in accordance with the loan provisions or roll over to an eligible retirement plan.

Administrative Expenses

Investment account charges are deducted from the participants' account balances. Other administrative expenses are paid by the Company, without reimbursement from the Plan.

Other Income

Other income represents a revenue credit received from Fidelity as described in Note 6.

Note 2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

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 the reported amount of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Payment of Benefits

Benefits are recorded when paid.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Notes to Financial Statements
December 31, 2024 and 2023

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 the Plan's gains and losses on investments bought and sold as well as held during the year.

Subsequent Events

The Plan has evaluated subsequent events through September 26, 2025, the date the financial statements were available for issuance. All subsequent events requiring recognition or disclosure have been incorporated in these financial statements.

Note 3. Information Certified by the Plan's Custodian

The Plan's financial statements and supplemental schedule as of December 31, 2024 and 2023, and for the year ended December 31, 2024, were prepared and derived from information provided by Fidelity Management Trust Company ("Fidelity") and furnished to the plan administrator.

The Company has obtained certifications from Fidelity as of December 31, 2024 and 2023, and for the year ended December 31, 2024, that such information is complete and accurate. Such information includes investments at fair value, notes receivable from participants, interest on notes receivable from participants, interest and dividend income, other income, and net appreciation in fair value of investments as shown in the accompanying statements of net assets available for benefits and statement of changes in net assets available for benefits.

The Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing such certified investment information to the related investment information included in the financial statements and ERISA-required supplemental schedules.

Note 4. Fair Value Measurements

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques need to maximize the use of observable inputs and minimize the use of unobservable inputs. Valuation techniques used to measure fair value are defined 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: (a) quoted prices for similar assets or liabilities in active markets; (b) quoted prices for identical or similar assets or liabilities in inactive markets; (c) inputs other than quoted prices that are observable for the asset or liability; and (d) 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.

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Notes to Financial Statements
December 31, 2024 and 2023

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:

Mutual funds: Valued at unadjusted quoted prices reported in an active market at year end.

Money market fund: Valued at cost plus accrued interest, which approximates fair value.

Common collective trust fund: The fair value of the common collective trust fund is determined by the custodian of the fund based on the underlying assets, which represent the net asset value, a practical expedient to fair value, of units held by the Plan. The Plan does not have any unfunded commitments relating to its investment in the common collective trust fund, or any significant restrictions on redemptions. Participant directed redemptions can be made on any business day and do not have a redemption notice period.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Investments at fair value as of December 31, 2024 are as follows:

	2024			
	Fair Value	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level2)	Significant Unobservable Inputs (Level 3)
Mutual funds	\$ 68,381,864	\$ 68,381,864	\$ -	\$ -
Money market fund	4,222,923	4,222,923	-	-
Total Mutual and Money market funds	72,604,787	<u>\$ 72,604,787</u>	<u>\$ -</u>	<u>\$ -</u>
Common collective trust - stable value fund measured at net asset value (a)	281,151			
	<u>\$ 72,885,938</u>			

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Notes to Financial Statements
December 31, 2024 and 2023

Investments at fair value as of December 31, 2023 are as follows:

	2023			
	Fair Value	Quoted Prices in Active Markets for Identical Assets (Level 1)	Signifcant Other Observable Inputs (Level2)	Significant Unobservable Inputs (Level 3)
Mutual funds	\$ 60,310,705	\$ 60,310,705	\$ -	\$ -
Money market fund	<u>4,321,204</u>	<u>4,321,204</u>	<u>-</u>	<u>-</u>
Total Mutual and Money market funds	64,631,909	<u>\$ 64,631,909</u>	<u>\$ -</u>	<u>\$ -</u>
Common collective trust - stable value fund measured at net asset value (a)	<u>461,892</u>			
	<u>\$ 65,093,801</u>			

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) as a practical expedient to fair value have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

The Plan's investments are concentrated in funds that invest in marketable securities. Such securities are subject to various risks that determine the value of the funds. Due to the level of risk associated with certain securities and the level of uncertainty related to changes in the value of these securities, it is at least reasonably possible that changes in market conditions in the near term could materially affect participants' account balances and the value of investments reported in the financial statements.

Note 5. Party-In-Interest Transactions

Plan investments are comprised of mutual funds and a money market fund managed by Fidelity. Fidelity is the custodian of the Plan assets and, therefore, these transactions qualify as party-in-interest transactions. Fees paid to Fidelity by the Plan for management services were approximately \$5,000 for the year ended December 31, 2024. Fees paid to three third party service providers for audit and consulting services totaled \$47,000.

Effective August 1, 2016, Fidelity agreed to pay an annual amount to a revenue credit account. During November 2020, the annual amount was increased from \$120,000 to \$150,000. As of February 15, 2024, the amount of revenue was amended from a fixed \$150,000 to a variable revenue credit based on the average daily balances held in eligible investment products during the quarter. The revenue credit is allocated to participants on a pro rata basis and invested in the same fund from which the credit was derived, or in the Plan's default investment if the original fund is no longer available. The plan administrator may direct Fidelity to use amounts held in the revenue credit account to reimburse the plan sponsor for fees and expenses associated with services provided to the Plan, to pay vendors, including Fidelity or third parties, or to be allocated to the accounts of participants. For the year ended December 31, 2024, the Plan was allocated approximately \$19,000 of the revenue credit, and used approximately \$49,000 to pay Plan expenses. The available balance of the revenue credit account for the years ended December 31, 2024 and 2023, approximated \$125,000 and \$147,000, respectively.

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Notes to Financial Statements
December 31, 2024 and 2023

Note 6. Tax Status

The Plan operates under a Non-Standardized Pre-Approved Profit Sharing Plan with CODA adoption agreement sponsored by Fidelity. Effective March 12, 2021, the Fidelity prototype plan documents adopted by the Plan were restated to adopt required amendments, regulatory changes, and other enhancements in order to maintain the Plan's tax-qualified status. On June 30, 2020, the IRS stated that the prototype adopted by the plan, as designed, qualifies under Section 401(a) of the IRC.

The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2021.

Note 7. Plan Termination

Although it has not expressed any intention to do so, the Company has the right under the Plan to amend, alter or terminate the Plan, subject to the provisions of ERISA. In the event of the Plan's termination, all participants are entitled to receive their entire interest in the Plan. No Plan assets may revert to the Company.

Note 8. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation between the statements of net assets available for benefits per the accompanying financial statements and the Form 5500 as of December 31:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per the financial statements	\$ 77,329,085	\$ 69,332,235
Employer contribution receivable	(2,572,540)	(2,415,551)
Participant contribution receivable	(101,849)	(97,552)
Adjustment for net asset value to fair value for common collective trust	<u>(16,910)</u>	<u>(26,295)</u>
Net assets available for benefits per Schedule H of Form 5500	<u>\$ 74,637,786</u>	<u>\$ 66,792,837</u>

The following is a reconciliation between the statement of changes in net assets available for benefits per the accompanying financial statements and the Form 5500 for the year ended December 31, 2024:

Net increase per the financial statements	\$ 9,860,327
Add employer contribution receivable at December 31, 2023	2,415,551
Add participant contributions receivable at December 31, 2023	97,552
Less employer contribution receivable at December 31, 2024	(2,572,540)
Less participant contribution receivable at December 31, 2024	(101,849)
Change in adjustment from net asset value to fair value for common collective trust	<u>9,385</u>
Net increase per Schedule H of Form 5500	<u>\$ 9,708,426</u>

Supplemental Schedule

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
EIN 13-3694366 PN 003
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2024

(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
	Common Collective Trust Fund			
*	MFS Investment Management	MIP CL 2		\$ 281,151
	Money Market Fund			
*	Fidelity	FID GOVT MMKT		4,222,923
	Mutual Funds			
	MFS Investment Management	MFS INTL DIVRSN R6		966,834
	Dodge & Cox	DODGE & COX INCOME X		227,327
*	Fidelity	JPM US SMALL CO R6		325,033
	Baron	BARON GROWTH INST		1,612,746
	JP Morgan	JPM EQUITY INCOME R6		870,878
*	Fidelity	FID SEL HEALTHCARE		1,602,437
*	Fidelity	FID SEL TECHNOLOGY		4,512,126
*	Fidelity	FID INVST GR BD		144,765
*	Fidelity	FID REAL ESTATE INVS		1,265,117
*	Fidelity	FID BALANCED K6		839,782
*	Fidelity	FID GROWTH CO K6		13,290,013
*	Fidelity	FID MID CAP STOCK K6		1,372,021
*	Fidelity	FID LOW-PRICED ST K6		1,192,945
*	Fidelity	FID US BOND IDX		991,923
*	Fidelity	FID 500 INDEX		4,944,372
*	Fidelity	FID SM CAP IDX		56,030
*	Fidelity	FID MID CAP IDX		193,307
*	Fidelity	FID INTL INDEX		341,892
*	Fidelity	FID INFL PR BD IDX		78,455
*	Fidelity	FID FREEDOM INC K6		365,057
*	Fidelity	FID FREEDOM 2010 K6		29,955
*	Fidelity	FID FREEDOM 2015 K6		249,973
*	Fidelity	FID FREEDOM 2020 K6		58,891
*	Fidelity	FID FREEDOM 2025 K6		2,142,254
*	Fidelity	FID FREEDOM 2030 K6		5,849,227
*	Fidelity	FID FREEDOM 2035 K6		6,785,149
*	Fidelity	FID FREEDOM 2040 K6		5,585,585
*	Fidelity	FID FREEDOM 2045 K6		3,512,119
*	Fidelity	FID FREEDOM 2050 K6		3,593,235
*	Fidelity	FID FREEDOM 2055 K6		3,170,661
*	Fidelity	FID FREEDOM 2060 K6		1,745,979
*	Fidelity	FID FREEDOM 2065 K6		465,776
				<u>68,381,864</u>
*	Participant Loans	Interest rates ranging from 5.25% to 10.50%		<u>1,768,758</u>
				<u>\$ 74,654,696</u>

(*) Party-in interest




Reinauer Transportation Companies, LLC Retirement and Investment Plan #3

EIN 13-3694366 PN 003

**Independent Auditor's Report Financial Statements,
and Supplemental Schedule**

December 31, 2024 and 2023



Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Contents
December 31, 2024 and 2023

Independent Auditor’s Report..... 1

Financial Statements

 Statements of Net Assets Available for Benefits..... 4

 Statement of Changes in Net Assets Available for Benefits 5

 Notes to Financial Statements 6

Supplemental Schedule

 Schedule H, Line 4i – Schedule of Assets (Held at End of Year) for the Year Ended
 December 31, 2024..... 12

Independent Auditor's Report

Trustees
Reinauer Transportation Companies, LLC
Retirement and Investment Plan #3
Staten Island, New York

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

We have performed audits of the accompanying financial statements of the Reinauer Transportation Companies, LLC Retirement and Investment Plan #3 (the "Plan"), an employee benefit plan subject to the *Employee Retirement Income Security Act of 1974* (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023 and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion for the Financial Statements

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- 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 audits in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplemental Schedule Required by ERISA

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

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

In our opinion:

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

Forvis Mazars, LLP
Iselin, New Jersey
September 26, 2025

Federal Employer Identification Number: 44-0160260

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments, at Fair Value		
Money market and mutual funds	\$ 72,604,787	\$ 64,631,909
Common collective trust fund	281,151	461,892
Total Investments, at Fair Value	<u>72,885,938</u>	<u>65,093,801</u>
Receivables		
Notes receivable from participants	1,768,758	1,725,331
Employer contribution	2,572,540	2,415,551
Participant contribution	101,849	97,552
Total Receivables	<u>4,443,147</u>	<u>4,238,434</u>
Net Assets Available for Benefits	<u>\$ 77,329,085</u>	<u>\$ 69,332,235</u>

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024

Additions	
Additions to Net Assets Attributable to Investment Income	
Net appreciation in fair value of mutual funds	\$ 8,342,128
Interest and dividends	<u>2,566,255</u>
Total Investment Income	<u>10,908,383</u>
Interest on Notes Receivable from Participants	<u>148,485</u>
Contributions	
Employer	2,572,696
Participants	3,596,446
Rollovers	<u>1,075,188</u>
Total Contributions	<u>7,244,330</u>
Other Income	<u>18,779</u>
Total Additions	<u>18,319,977</u>
Deductions	
Deductions from Net Assets Attributable to	
Benefits paid to participants	8,407,765
Administrative expenses	<u>51,885</u>
Total Deductions	<u>8,459,650</u>
Net Increase	9,860,327
Net transfers to Reinauer Transportation Companies, LLC Retirement and Investment Plan #2	(1,863,477)
Net Assets Available for Benefits, Beginning of Year	<u>69,332,235</u>
Net Assets Available for Benefits, End of Year	<u><u>\$ 77,329,085</u></u>

Note 1. Plan Description

General

Reinauer Transportation Companies, LLC (the “Company” or “Employer”) Retirement and Investment Plan #3 (the “Plan”) was established on January 9, 1989. The Plan is a defined contribution plan and is subject to the provisions of the *Employee Retirement Income Security Act of 1974* (“ERISA”).

The following brief description of the Plan provides only general information. Participants should refer to the Plan Document for a complete description of the Plan’s provisions.

Eligibility and Contributions

Employees of the Company who are covered by a collective bargaining agreement and not a part of a multi-employer retirement plan are eligible to participate in the Plan. On November 4, 2022, the Plan was amended to exclude any nonresident aliens who do not receive any earned income from the Employer which constitutes United States source income from participation in the Plan.

The Plan provides each employee with an opportunity to make elective salary deferral contributions to the Plan up to 60% of their eligible compensation and subject to the limitations of the Internal Revenue Code (“IRC”). Employees are able to make pre-tax contributions and Roth elective deferrals. Participants may also make rollover contributions from other qualified plans.

The Plan requires that the Company make an annual contribution in a fixed amount of 5% of eligible compensation to eligible employees with less than five years of continuous service, 6% between 5 and 10 years of continuous service, 7% between 11 and 15 years of continuous service, and 8% for more than 15 years of continuous service, depending on the date of contract ratification. To be eligible for the Employer contribution employees must have completed 1,000 hours, or if a Maritime Employee 100 days, of service, and be employed on the last business day of the year, with the exception of any participant who is covered by a collective bargaining agreement, has more than one year of seniority under such agreement, is on lay-off under such agreement on the last day of the plan year, and is within the 12-month recall period under such agreement.

Participant Accounts

Each participant's account is credited with their salary deferral contributions, employer contribution, and earnings thereon. Contributions are participant directed and invested based upon the percent allocation elected by the participant into one or more of the investment options available to the Plan.

Vesting

Participants are immediately and fully vested in their contributions and the Company’s contributions plus earnings thereon.

Benefit Payments

Upon termination of employment, retirement, disability or death, the participant or their beneficiary is entitled to receive a distribution of the participant’s entire vested interest in the Plan, pursuant to the guidelines set forth in the Plan.

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Notes to Financial Statements
December 31, 2024 and 2023

Notes Receivable from Participants

Participants are permitted to borrow up to 50% of their vested account balance up to a maximum of \$50,000. The minimum loan is \$1,000. The maximum term of a loan is five years, or ten years if the loan is for the purchase of a principal residence. The loans are secured by the balance in the participants' account and must bear a reasonable interest rate commensurate with the prevailing rate as determined by the plan administrator. Notes receivable from participants are repaid through payroll deductions and monitored by the plan administrator. Notes receivable from participants are measured at their unpaid principal balance plus any accrued interest. The interest rate on all outstanding notes receivable from participants ranged from 5.25% to 10.50% with maturity dates through December 2032 as of December 31, 2024 and 2023.

Loans that are in default are recorded as a reduction of net assets available for benefits in the year the default occurs and are treated as a deemed distribution. The balance of defaulted loans approximated \$40,000 and \$90,000 as of December 31, 2024 and 2023, respectively. There were approximately (\$51,000) and \$4,000 in loans defaulted during the year ended December 31, 2024 and 2023, respectively. Payments of a previously defaulted loan of \$103,000 were made during the year ended December 31, 2024.

Effective June 28, 2022, the Plan was amended to allow participants who terminate their employment with the Company to continue to repay outstanding loans in accordance with the loan provisions or roll over to an eligible retirement plan.

Administrative Expenses

Investment account charges are deducted from the participants' account balances. Other administrative expenses are paid by the Company, without reimbursement from the Plan.

Other Income

Other income represents a revenue credit received from Fidelity as described in Note 6.

Note 2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

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 the reported amount of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Payment of Benefits

Benefits are recorded when paid.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Notes to Financial Statements
December 31, 2024 and 2023

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 the Plan's gains and losses on investments bought and sold as well as held during the year.

Subsequent Events

The Plan has evaluated subsequent events through September 26, 2025, the date the financial statements were available for issuance. All subsequent events requiring recognition or disclosure have been incorporated in these financial statements.

Note 3. Information Certified by the Plan's Custodian

The Plan's financial statements and supplemental schedule as of December 31, 2024 and 2023, and for the year ended December 31, 2024, were prepared and derived from information provided by Fidelity Management Trust Company ("Fidelity") and furnished to the plan administrator.

The Company has obtained certifications from Fidelity as of December 31, 2024 and 2023, and for the year ended December 31, 2024, that such information is complete and accurate. Such information includes investments at fair value, notes receivable from participants, interest on notes receivable from participants, interest and dividend income, other income, and net appreciation in fair value of investments as shown in the accompanying statements of net assets available for benefits and statement of changes in net assets available for benefits.

The Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing such certified investment information to the related investment information included in the financial statements and ERISA-required supplemental schedules.

Note 4. Fair Value Measurements

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques need to maximize the use of observable inputs and minimize the use of unobservable inputs. Valuation techniques used to measure fair value are defined 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: (a) quoted prices for similar assets or liabilities in active markets; (b) quoted prices for identical or similar assets or liabilities in inactive markets; (c) inputs other than quoted prices that are observable for the asset or liability; and (d) 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.

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Notes to Financial Statements
December 31, 2024 and 2023

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:

Mutual funds: Valued at unadjusted quoted prices reported in an active market at year end.

Money market fund: Valued at cost plus accrued interest, which approximates fair value.

Common collective trust fund: The fair value of the common collective trust fund is determined by the custodian of the fund based on the underlying assets, which represent the net asset value, a practical expedient to fair value, of units held by the Plan. The Plan does not have any unfunded commitments relating to its investment in the common collective trust fund, or any significant restrictions on redemptions. Participant directed redemptions can be made on any business day and do not have a redemption notice period.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Investments at fair value as of December 31, 2024 are as follows:

	2024			
	Fair Value	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level2)	Significant Unobservable Inputs (Level 3)
Mutual funds	\$ 68,381,864	\$ 68,381,864	\$ -	\$ -
Money market fund	4,222,923	4,222,923	-	-
Total Mutual and Money market funds	72,604,787	<u>\$ 72,604,787</u>	<u>\$ -</u>	<u>\$ -</u>
Common collective trust - stable value fund measured at net asset value (a)	281,151			
	<u>\$ 72,885,938</u>			

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Notes to Financial Statements
December 31, 2024 and 2023

Investments at fair value as of December 31, 2023 are as follows:

	2023			
	Fair Value	Quoted Prices in Active Markets for Identical Assets (Level 1)	Signifcant Other Observable Inputs (Level2)	Significant Unobservable Inputs (Level 3)
Mutual funds	\$ 60,310,705	\$ 60,310,705	\$ -	\$ -
Money market fund	<u>4,321,204</u>	<u>4,321,204</u>	<u>-</u>	<u>-</u>
Total Mutual and Money market funds	64,631,909	<u>\$ 64,631,909</u>	<u>\$ -</u>	<u>\$ -</u>
Common collective trust - stable value fund measured at net asset value (a)	<u>461,892</u>			
	<u>\$ 65,093,801</u>			

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) as a practical expedient to fair value have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

The Plan's investments are concentrated in funds that invest in marketable securities. Such securities are subject to various risks that determine the value of the funds. Due to the level of risk associated with certain securities and the level of uncertainty related to changes in the value of these securities, it is at least reasonably possible that changes in market conditions in the near term could materially affect participants' account balances and the value of investments reported in the financial statements.

Note 5. Party-In-Interest Transactions

Plan investments are comprised of mutual funds and a money market fund managed by Fidelity. Fidelity is the custodian of the Plan assets and, therefore, these transactions qualify as party-in-interest transactions. Fees paid to Fidelity by the Plan for management services were approximately \$5,000 for the year ended December 31, 2024. Fees paid to three third party service providers for audit and consulting services totaled \$47,000.

Effective August 1, 2016, Fidelity agreed to pay an annual amount to a revenue credit account. During November 2020, the annual amount was increased from \$120,000 to \$150,000. As of February 15, 2024, the amount of revenue was amended from a fixed \$150,000 to a variable revenue credit based on the average daily balances held in eligible investment products during the quarter. The revenue credit is allocated to participants on a pro rata basis and invested in the same fund from which the credit was derived, or in the Plan's default investment if the original fund is no longer available. The plan administrator may direct Fidelity to use amounts held in the revenue credit account to reimburse the plan sponsor for fees and expenses associated with services provided to the Plan, to pay vendors, including Fidelity or third parties, or to be allocated to the accounts of participants. For the year ended December 31, 2024, the Plan was allocated approximately \$19,000 of the revenue credit, and used approximately \$49,000 to pay Plan expenses. The available balance of the revenue credit account for the years ended December 31, 2024 and 2023, approximated \$125,000 and \$147,000, respectively.

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
Notes to Financial Statements
December 31, 2024 and 2023

Note 6. Tax Status

The Plan operates under a Non-Standardized Pre-Approved Profit Sharing Plan with CODA adoption agreement sponsored by Fidelity. Effective March 12, 2021, the Fidelity prototype plan documents adopted by the Plan were restated to adopt required amendments, regulatory changes, and other enhancements in order to maintain the Plan's tax-qualified status. On June 30, 2020, the IRS stated that the prototype adopted by the plan, as designed, qualifies under Section 401(a) of the IRC.

The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2021.

Note 7. Plan Termination

Although it has not expressed any intention to do so, the Company has the right under the Plan to amend, alter or terminate the Plan, subject to the provisions of ERISA. In the event of the Plan's termination, all participants are entitled to receive their entire interest in the Plan. No Plan assets may revert to the Company.

Note 8. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation between the statements of net assets available for benefits per the accompanying financial statements and the Form 5500 as of December 31:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per the financial statements	\$ 77,329,085	\$ 69,332,235
Employer contribution receivable	(2,572,540)	(2,415,551)
Participant contribution receivable	(101,849)	(97,552)
Adjustment for net asset value to fair value for common collective trust	<u>(16,910)</u>	<u>(26,295)</u>
Net assets available for benefits per Schedule H of Form 5500	<u>\$ 74,637,786</u>	<u>\$ 66,792,837</u>

The following is a reconciliation between the statement of changes in net assets available for benefits per the accompanying financial statements and the Form 5500 for the year ended December 31, 2024:

Net increase per the financial statements	\$ 9,860,327
Add employer contribution receivable at December 31, 2023	2,415,551
Add participant contributions receivable at December 31, 2023	97,552
Less employer contribution receivable at December 31, 2024	(2,572,540)
Less participant contribution receivable at December 31, 2024	(101,849)
Change in adjustment from net asset value to fair value for common collective trust	<u>9,385</u>
Net increase per Schedule H of Form 5500	<u>\$ 9,708,426</u>

Supplemental Schedule

Reinauer Transportation Companies, LLC Retirement and Investment Plan #3
EIN 13-3694366 PN 003
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2024

(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
	Common Collective Trust Fund			
*	MFS Investment Management	MIP CL 2		\$ 281,151
	Money Market Fund			
*	Fidelity	FID GOVT MMKT		4,222,923
	Mutual Funds			
	MFS Investment Management	MFS INTL DIVRSN R6		966,834
	Dodge & Cox	DODGE & COX INCOME X		227,327
*	Fidelity	JPM US SMALL CO R6		325,033
	Baron	BARON GROWTH INST		1,612,746
	JP Morgan	JPM EQUITY INCOME R6		870,878
*	Fidelity	FID SEL HEALTHCARE		1,602,437
*	Fidelity	FID SEL TECHNOLOGY		4,512,126
*	Fidelity	FID INVST GR BD		144,765
*	Fidelity	FID REAL ESTATE INVS		1,265,117
*	Fidelity	FID BALANCED K6		839,782
*	Fidelity	FID GROWTH CO K6		13,290,013
*	Fidelity	FID MID CAP STOCK K6		1,372,021
*	Fidelity	FID LOW-PRICED ST K6		1,192,945
*	Fidelity	FID US BOND IDX		991,923
*	Fidelity	FID 500 INDEX		4,944,372
*	Fidelity	FID SM CAP IDX		56,030
*	Fidelity	FID MID CAP IDX		193,307
*	Fidelity	FID INTL INDEX		341,892
*	Fidelity	FID INFL PR BD IDX		78,455
*	Fidelity	FID FREEDOM INC K6		365,057
*	Fidelity	FID FREEDOM 2010 K6		29,955
*	Fidelity	FID FREEDOM 2015 K6		249,973
*	Fidelity	FID FREEDOM 2020 K6		58,891
*	Fidelity	FID FREEDOM 2025 K6		2,142,254
*	Fidelity	FID FREEDOM 2030 K6		5,849,227
*	Fidelity	FID FREEDOM 2035 K6		6,785,149
*	Fidelity	FID FREEDOM 2040 K6		5,585,585
*	Fidelity	FID FREEDOM 2045 K6		3,512,119
*	Fidelity	FID FREEDOM 2050 K6		3,593,235
*	Fidelity	FID FREEDOM 2055 K6		3,170,661
*	Fidelity	FID FREEDOM 2060 K6		1,745,979
*	Fidelity	FID FREEDOM 2065 K6		465,776
				<u>68,381,864</u>
*	Participant Loans	Interest rates ranging from 5.25% to 10.50%		<u>1,768,758</u>
				<u>\$ 74,654,696</u>

(*) Party-in interest