Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	**Annual Return/Report of Employee Benefit Plan** This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). **▸ Complete all entries in accordance with the instructions to the Form 5500.**	OMB Nos. 1210-0110 1210-0089 **2024** **This Form is Open to Public Inspection**

Part I Annual Report Identification Information

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

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
MCKINNEY COMMUNICATIONS CORPORATION EMPLOYEE STOCK OWNERSHIP PLAN

1b Three-digit plan number (PN) ▸ 002

1c Effective date of plan
01/01/2016

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

138 CITATION COURT
BIRMINGHAM, AL 35209

2b Employer Identification Number (EIN)
81-3797664

2c Plan Sponsor's telephone number
205-823-8515

2d Business code (see instructions)
517000

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/10/2025	JOSHUA MEEKS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/10/2025	JOSHUA MEEKS
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor		**3b** Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:		**4b** EIN	
a Sponsor's name **c** Plan Name		**4d** PN	
5 Total number of participants at the beginning of the plan year		**5**	325
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).			
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	239
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	159
b	Retired or separated participants receiving benefits	**6b**	14
c	Other retired or separated participants entitled to future benefits	**6c**	79
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	252
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f	Total. Add lines **6d** and **6e**.	**6f**	253
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	594
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	242
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	44
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:

2I 2P 3I

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

9a Plan funding arrangement (check all that apply)
- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)
- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

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

a Pension Schedules
- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached 0
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

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

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

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

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

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

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

Receipt Confirmation Code______________________

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	**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.**	OMB No. 1210-0110 **2024** **This Form is Open to Public Inspection.**

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

A Name of plan MCKINNEY COMMUNICATIONS CORPORATION EMPLOYEE STOCK OWNERSHIP PLAN	**B** Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 MCKINNEY COMMUNICATIONS CORPORATION	**D** Employer Identification Number (EIN) 81-3797664

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

GREAT BANC — 801 WARRENVILLE ROAD, SUITE 500, LISLE, IL 60532

(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)

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

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

A Name of plan
MCKINNEY COMMUNICATIONS CORPORATION EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
MCKINNEY COMMUNICATIONS CORPORATION

D Employer Identification Number (EIN)
81-3797664

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	235	235
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2893828	3962614
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	**(b)** End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	13090000	8020000
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	15984063	11982849
Liabilities			
g Benefit claims payable	1g	211	211
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	33250137	31623892
k Total liabilities (add all amounts in lines 1g through1j)	1k	33250348	31624103
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	-17266285	-19641254

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)	2405060	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		2405060
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	148648	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		148648
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-5070000	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		-5070000

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		1000000
d Total income. Add all **income** amounts in column (b) and enter total	2d		-1516292
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	214134	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		214134
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		644543
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		0
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		858677
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-2374969
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

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

(1) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] 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: BLACK & PINCKARD LLC **(2)** EIN: 26-0079381

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

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

Part IV Compliance Questions

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

	During the plan year:		Yes	No	Amount
a	Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	
b	Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e	Was this plan covered by a fidelity bond?	4e	X		5000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j	X		
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l	Has the plan failed to provide any benefit when due under the plan?	4l		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

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

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.**

OMB No. 1210-0110

2024

This Form is Open to Public Inspection.

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

A Name of plan
MCKINNEY COMMUNICATIONS CORPORATION EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
MCKINNEY COMMUNICATIONS CORPORATION

D Employer Identification Number (EIN)
81-3797664

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** 0

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

EIN(s): 42-0127290 ______________

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

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

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) ____________
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): ______________________________

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: _______% Private Equity: _______% Investment-Grade Debt and Interest Rate Hedging Assets: _______%

High-Yield Debt: _______% Real Assets: _______% Cash or Cash Equivalents: _______% Other: _______%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation.____

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number__________.

McKinney Communications Corporation
Employee Stock Ownership Plan

Audited Financial Statements
and Supplemental Schedules

As of December 31, 2024 and 2023
and for the years then ended
with Report of Independent Auditors

McKinney Communications Corporation
Employee Stock Ownership Plan

Audited Financial Statements and Supplemental Schedules

As of December 31, 2024 and 2023
and for the years then ended

Contents

Report of Independent Auditors

ESOP Committee
McKinney Communications Corporation Employee Stock Ownership Plan

Opinion

We have audited the financial statements of McKinney Communications Corporation Employee Stock Ownership Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of 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 audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year. Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users made on the basis of these financial statements.

In performing an audit in accordance with GAAS, we:

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

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

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) and schedule of reportable transactions as of and for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

Black + Pinckard LLC

Hoover, Alabama
October 7, 2025

McKinney Communications Corporation
Employee Stock Ownership Plan

Statements of Net Assets Available for Benefits

	December 31, 2024			December 31, 2023		
	Allocated	**Unallocated**	**Total**	Allocated	Unallocated	Total
Assets						
Investments at estimated fair value:						
Company common stock	**$ 4,064,067**	**$ 3,955,933**	**$ 8,020,000**	$ 6,236,913	$ 6,853,087	$ 13,090,000
Investments at fair value:						
Interest-bearing cash	**3,962,614**	**–**	**3,962,614**	2,893,828	–	2,893,828
Other receivable	**235**	**–**	**235**	235	–	235
Total assets	**8,026,916**	**3,955,933**	**11,982,849**	9,130,976	6,853,087	15,984,063
Liabilities						
Loan payable	**–**	**31,623,542**	**31,623,542**	–	33,249,787	33,249,787
Distribution payable	**561**	**–**	**561**	561	–	561
Total liabilities	**561**	**31,623,542**	**31,624,103**	561	33,249,787	33,250,348
Net assets available for benefits	**$ 8,026,355**	**$ (27,667,609)**	**$ (19,641,254)**	$ 9,130,415	$ (26,396,700)	$ (17,266,285)

See accompanying notes.

McKinney Communications Corporation
Employee Stock Ownership Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31, 2024			Year Ended December 31, 2023		
	Allocated	**Unallocated**	**Total**	Allocated	Unallocated	Total
Additions						
Company contributions	**$ 134,272**	**$ 2,270,788**	**$ 2,405,060**	$ 225,876	$ 3,334,603	$ 3,560,479
Net (depreciation) appreciation in estimated fair value of common stock	**(2,415,672)**	**(2,654,328)**	**(5,070,000)**	12,265	17,735	30,000
Dividend distributions	**476,464**	**523,536**	**1,000,000**	456,698	598,041	1,054,739
Cash interest	**148,648**	**–**	**148,648**	89,911	–	89,911
Other income	**–**	**–**	**–**	236,800	–	236,800
Transfer within Plan	**523,536**	**(523,536)**	**–**	598,743	(598,743)	–
Reduction of debt due to refinancing	**–**	**–**	**–**	–	2,000,000	2,000,000
Allocation of 30,277.5777 (44,245.985 in 2023) shares of Company commo stock	**242,826**	**–**	**242,826**	579,180	–	579,180
Total additions (reductions)	**(889,926)**	**(383,540)**	**(1,273,466)**	2,199,473	5,351,636	7,551,109
Deductions						
Allocation of 30,277.5777 (44,245.9859 in 2023) shares of Company common stock	**–**	**242,826**	**242,826**	–	579,180	579,180
Distributions	**214,134**	**–**	**214,134**	598,734	–	598,734
Interest expense	**–**	**644,543**	**644,543**	–	684,126	684,126
Total deductions	**214,134**	**887,369**	**1,101,503**	598,734	1,263,306	1,862,040
Net (decrease) increase	**(1,104,060)**	**(1,270,909)**	**(2,374,969)**	1,600,739	4,088,330	5,689,069
Net assets available for benefits:						
Beginning of year	**9,130,415**	**(26,396,700)**	**(17,266,285)**	7,529,676	(30,485,030)	(22,955,354)
End of year	**$ 8,026,355**	**$ (27,667,609)**	**$ (19,641,254)**	$ 9,130,415	$ (26,396,700)	$ (17,266,285)

See accompanying notes.

1. Description of the Plan

The following description of McKinney Communications Corporation Employee Stock Ownership Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan was established on January 1, 2016 in order to acquire the stock of McKinney Communications Corporation (the Company) and to provide a retirement program for its eligible employees. The Plan operates, in relevant part, as a leveraged employee stock ownership plan (ESOP) and is designed to comply with Sections 401(a), 501(a) and 4975(e)(7) and the regulations thereunder of the Internal Revenue Code (IRC) of 1986, as amended, and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Prior service with McKinney Capital, LLC shall be recognized and credited for purposes of vesting.

The Plan is administered by an ESOP Committee comprising of three persons appointed by the Company’s board of directors. GreatBanc Trust Company (the Trustee), an independent third-party bank, serves as the Plan’s trustee.

The Plan purchased Company common stock using the proceeds of a borrowing (see Note 6) and holds the common stock in a trust established under the Plan. As the Plan makes debt payments, an appropriate percentage of stock will be allocated to eligible employees' accounts in accordance with applicable regulations under the IRC. The borrowing is collateralized by the unallocated shares of common stock and is guaranteed by the Company. The lender has no rights against shares of common stock once they are allocated to participants in accordance with the terms of the ESOP. Accordingly, the financial statements of the Plan as of December 31, 2024 and 2023 and for the years then ended, present separately the assets and liabilities and changes therein pertaining to the accounts of employees with vested rights in allocated common stock (allocated), and common stock not yet allocated to employees (unallocated).

Administrative Expenses

All administrative expenses of the Plan, including accounting, legal, recordkeeping, appraisal and trustee expenses, have been paid by the Company.

1. Description of the Plan (continued)

Eligibility

Effective January 1, 2023, the Plan was restated to modify the eligibility requirements. New employees are eligible to participate in the Plan upon completion of 1,000 hours of service and enter the Plan on the following January 1 or July 1. Additionally, each participant shares in the allocation of contributions and forfeitures only if the participant completes 1,000 hours of service during the Plan year and is employed on the last day of the Plan year.

Prior to January 1, 2023, employees of the Company were generally eligible to participate in the Plan upon hire. Participants who did not have at least one hour of service during such Plan year were generally not eligible for an allocation of Company contributions for such year. Employees are also eligible if they are not leased employees, non-resident aliens, or covered by a collective bargaining agreement.

Payment of Benefits

Distributions on account of death, disability, or retirement are made in the Plan year following the event. Distributions for other separations from service commence in the fifth Plan year following the separation from service. In all instances, the distribution will be made in annual installment payments over a period not longer than the greater of (i) five years, or (ii) in the case of a participant with an account balance in excess of \$1,330,000 (as adjusted), five years plus one additional year (but not more than five additional years) for such \$265,000 (as adjusted) or fraction thereof by which such balance exceeds \$1,330,000 (as adjusted). The amount to be distributed is based upon the account valuation date immediately preceding the distribution. Distributions are made in the form of cash or qualified rollovers. In the event a participant is eligible to receive a distribution and does not elect to take such distribution, the vested balance of the participant's accounts may be liquidated and transferred to the McKinney Communications Corporation 401(k) Plan (as defined in the Plan document).

Under the provisions of the Plan, the Company is obligated to repurchase participant shares, which have been distributed under the terms of the Plan if the shares are not publicly traded or if the shares are subject to trading limitations. There were 10,254 shares repurchased for the year ended December 31, 2024.

1. Description of the Plan (continued)

Contributions

The Company is obligated to make contributions in cash to the Plan which, when aggregated with the Plan's investment earnings, equal the amount necessary to enable the Plan to make its regularly scheduled payments of principal and interest due on its term loan. Additional contributions to the Plan may be paid in cash or shares of Company stock as determined by the Company. The Plan does not permit or require participant voluntary contributions.

Voting Rights

Each participant is entitled to exercise voting rights attributable to the shares allocated to his or her account and is notified by the Trustee prior to the time that such rights are to be exercised. The Trustee is not permitted to vote any allocated share for which instructions have not been given by a participant. The Trustee is required, however, to vote any unallocated shares on behalf of the collective best interest of Plan participants and beneficiaries.

Dividend Distribution

Under the terms of the stock purchase agreement, the Company is required to make a cash dividend to the Plan of $1,000,000 per calendar year for ten years beginning in 2017. The Company contributed this amount to the Plan in December 2024 and the dividend was allocated to eligible participant accounts.

Put Option

Under federal income tax regulations, the Company stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right or demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the current appraised value of the stock. The Company can pay for the purchase with interest over a period of five years. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

1. Description of the Plan (continued)

Participant Accounts

The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each Plan year with an allocation of shares of the Company's common stock released by the Trustee from the unallocated account, an allocation of shares repurchased, and any forfeitures of terminated participants' nonvested accounts. Allocations are based on a participant's eligible compensation, relative to total eligible compensation. Plan earnings are allocated to each participant's account based on the ratio of the participant's account balance.

Vesting

If a participant's employment with the Company ends for any reason other than retirement, permanent disability, or death, he or she will vest in the balances in his or her account based on years of continuous service with the Company. The Plan utilizes a cliff method of vesting and a participant is 100 percent vested after three years of credited service.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company common stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six year period. In each of the first five years, a participant may diversify up to 25 percent of the number of post-1986 shares allocated to his or her account, less any shares previously diversified. In the sixth year, the percentage changes to 50 percent. Participants who elect to diversify receive a cash distribution.

Forfeitures

Plan forfeitures are allocated to each participant's account based upon the relation of the participant's eligible compensation to total compensation for the Plan year. There were 44,674 and 37,461 shares of Company common stock reallocated to eligible participants for the years ended December 31, 2024 and 2023, respectively.

1. Description of the Plan (continued)

Plan Termination

The Company reserves the right to terminate the Plan at any time, subject to Plan provisions. Upon such termination of the Plan, the interest of each participant in the trust fund will be distributed to such participant or his or her beneficiary at the time prescribed by the Plan terms and the IRC. Upon termination of the Plan, the ESOP Committee should direct the Trustee to pay all liabilities and expenses of the trust fund and to sell shares of financed common stock held in the loan suspense account to the extent it determines such sale to be necessary in order to repay the loan.

2. Summary of Significant Accounting Policies

Investment Valuation and Income Recognition

Investments are reported at estimated fair value (Company common stock) and fair value (interest-bearing cash). Estimated fair value and 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. Management of the Company determines the Plan's valuation policies utilizing information provided by the third-party appraiser and the Trustee. See Note 4 for discussion of fair value measurements.

Net appreciation (depreciation) includes the Plan’s gains and losses on Company common stock, as determined by an annual independent appraisal. Interest income is recorded on the accrual basis.

The Plan’s investments consist primarily of the Company’s common stock, which is exposed to various risks such as interest rate, market, and credit risks, as well as valuation assumptions based on earnings, cash flows and/or other such techniques. Due to the level of risk associated with the investment in the common stock and to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in the value of the common stock will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

2. Summary of Significant Accounting Policies (continued)

Use of Estimates

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

Basis of Presentation

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

3. Tax Status

The Plan has received a determination letter from the Internal Revenue Service dated April 25, 2018 stating that the Plan is qualified under the applicable section of the IRC. Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC, and that the related trust is tax-exempt as of the financial statement date and has no income subject to unrelated business income tax.

4. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3).

The three levels of the fair value hierarchy under FASB ASC 820 are described below:

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

Level 2 Inputs to the valuation methodology include:
Quoted prices for similar assets or liabilities in active markets;
Quoted prices for identical or similar assets or liabilities in inactive markets;
Inputs other than quoted prices that are observable for the asset or liability;

4. Fair Value Measurements (continued)

Inputs that are derived principally from or corroborated by observable market data by correlation or other means.
If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

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

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

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

Interest-bearing cash: stated at fair value which approximates cost.

Company common stock: valued at estimated fair value as determined by an annual independent appraisal. This appraisal was based upon a combination of the market and income valuation techniques. The appraiser took into account historical and projected cash flow and net income, return on assets, return on equity, market comparables, and fair value of Company assets and liabilities. Plan management has concluded that a market participant would also recognize a discount for lack of marketability. The valuation process involves the ESOP Trustee's selection of an independent appraiser under an annual contract with the right to cancel such contract at any time. Plan management accumulates the data for the appraiser from the audited financial statements of the Company. The appraiser prepares a preliminary report which Plan management, along with the ESOP Committee and Trustee, reviews in detail, discusses and approves. The results of this process are documented in minutes of the ESOP Committee.

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 estimated fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

4. Fair Value Measurements (continued)

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

	Assets at Fair Value at December 31, 2024			
	Level 1	Level 2	Level 3	Total
Company common stock	$ –	$ –	$ 8,020,000	$ 8,020,000
Interest-bearing cash	3,962,614	–	–	3,962,614
	$ 3,962,614	$ –	$ 8,020,000	$ 11,982,614

	Assets at Fair Value at December 31, 2023			
	Level 1	Level 2	Level 3	Total
Company common stock	$ –	$ –	$ 13,090,000	$ 13,090,000
Interest-bearing cash	2,893,828	–	–	2,893,828
	$ 2,893,828	$ –	$ 13,090,000	$ 15,983,828

The following tables set forth a summary of changes in the estimated fair value of the Plan's level 3 assets for the years ended December 31, 2024 and 2023:

	December 31, 2024 Company common stock	December 31, 2023 Company common stock
Balance, beginning of year	$ 13,090,000	$ 13,060,000
Unrealized (losses) gains relating to assets still held at the reporting date	(5,070,000)	30,000
Balance, end of year	$ 8,020,000	$ 13,090,000

5. Investment Information

The Plan's investments at December 31 are presented in the following table:

	2024	
	Allocated	Unallocated
Company common stock:		
Number of shares	506,742	493,258
Cost	$ 33,183,069	$ 32,300,156
Estimated fair value	$ 4,064,067	$ 3,955,933

	2023	
	Allocated	Unallocated
Company common stock:		
Number of shares	476,464	523,536
Cost	$ 31,200,396	$ 34,282,829
Estimated fair value	$ 6,236,913	$ 6,853,087

All of the Company stock is held by the Trustee for eventual allocation to participant accounts. The shares can only be allocated to participant accounts. However, it will be many years before all shares will be allocated to participant accounts.

6. Loan Payable

In 2016, the Plan borrowed $65,483,225 from the Company and the proceeds of the loan were used to purchase Company common stock. Unallocated shares are collateral for the loan. Shares are released from collateral and allocated to participants as payments of principal and interest are made. The borrowings will be repaid with future Company contributions. The number of shares released in any year is the number of shares held as collateral, times the ratio for the current year payments divided by the total of this year's payments, plus all future years' principal and interest payments. This resulted in 30,278 and 44,246 shares being released and allocated for the Plan years ended December 31, 2024 and 2023, respectively.

6. Loan Payable (continued)

The agreement provides for the loan to be repaid over 25 years. The fair value of the note payable as of December 31, 2024 was $31,623,542, determined by using interest rates currently available for issuance of debt with similar terms, maturity dates, and nonperformance risk. The scheduled amortization of the loan for the next 5 years and thereafter is as follows: 2025 – $2,270,788; 2026 – $2,270,788; 2027 – $2,270,788; 2028 – $2,270,788; 2029 – $2,270,788; and thereafter – $25,639,810. The loan bears interest at the prime rate of the lender. For 2024 and 2023, the loan interest rate averaged 1.95 percent.

7. Related Party and Party-In-Interest Transactions

The Plan invests in Company common stock and has indebtedness guaranteed by the Company. These are related party and party-in-interest transactions. As described in Notes 1 and 8, the Plan has a number of service providers. Such parties are parties-in-interest under ERISA.

8. Administration of Plan Assets

The Plan's assets, which consist principally of Company common stock, are held by the Trustee of the Plan. Company contributions are held and managed by the Trustee, which invests cash received, interest, and dividend income, and administers the payment of interest and principal on the loan. Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. Administrative expenses for the Trustee's fees are paid directly by the Company.

9. Subsequent Events

Management of the Company evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through October 7, 2025, which is the date the financial statements were available to be issued.

10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of total additions and total deductions per the financial statements for the year ended December 31, 2024, to total income and total expenses per Form 5500:

Total additions (reductions) per the financial statements	$ (1,273,466)
Less: fair value of Company common stock allocated in 2024	(242,826)
Total income per the Form 5500	$ (1,516,292)

Total deductions per the financial statements	$ 1,101,503
Less: fair value of Company common stock allocated in 2024	(242,826)
Total expenses per the Form 5500	$ 858,677

Supplemental Schedules

McKinney Communications Corporation
Employee Stock Ownership Plan

EIN: 81-3797664 Plan No.:002

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**
*	McKinney Communications Corporation	Company common stock (1,000,000 shares)	$ 65,483,225	$ 8,020,000
	Goldman Sachs Financial Square Government Fund	Interest-bearing cash	3,962,614	3,962,614
			$ 69,445,839	$ 11,982,614

* Indicates party-in-interest to the Plan

McKinney Communications Corporation
Employee Stock Ownership Plan

EIN: 81-3797664 Plan No.:002

Schedule H, Line 4j
Schedule of Reportable Transactions

December 31, 2024

(a) Identity of party involved	(b) Description of asset (including interest rate and maturity in case of a loan)	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain (loss)
Category (i) – Single transactions in excess of 5% of plan assets:						
Goldman Sachs Financial Square Government Fund	Interest-bearing cash	$ 1,579,081	$ –	$ 1,579,081	$ 1,579,081	$ –
		–	1,215,257	1,215,257	1,215,257	–
Category (iii) – Series of transactions in excess of 5% of plan assets:						
Goldman Sachs Financial Square Government Fund	Interest-bearing cash	2,284,043	–	2,284,043	2,284,043	–
		–	1,215,257	1,215,257	1,215,257	–

There were no category (ii) or (iv) reportable transactions during the year ended December 31, 2024.
Columns (e) and (f) are not presented as this information is not applicable.

McKinney Communications Corporation
Employee Stock Ownership Plan

Audited Financial Statements
and Supplemental Schedules

As of December 31, 2024 and 2023
and for the years then ended
with Report of Independent Auditors

McKinney Communications Corporation
Employee Stock Ownership Plan

Audited Financial Statements and Supplemental Schedules

As of December 31, 2024 and 2023
and for the years then ended

Contents

Report of Independent Auditors

ESOP Committee
McKinney Communications Corporation Employee Stock Ownership Plan

Opinion

We have audited the financial statements of McKinney Communications Corporation Employee Stock Ownership Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of 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 audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year. Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users made on the basis of these financial statements.

In performing an audit in accordance with GAAS, we:

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

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

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) and schedule of reportable transactions as of and for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

Black + Pinckard LLC

Hoover, Alabama
October 7, 2025

McKinney Communications Corporation
Employee Stock Ownership Plan

Statements of Net Assets Available for Benefits

	December 31, 2024			December 31, 2023		
	Allocated	**Unallocated**	**Total**	Allocated	Unallocated	Total
Assets						
Investments at estimated fair value:						
Company common stock	**$ 4,064,067**	**$ 3,955,933**	**$ 8,020,000**	$ 6,236,913	$ 6,853,087	$ 13,090,000
Investments at fair value:						
Interest-bearing cash	**3,962,614**	**–**	**3,962,614**	2,893,828	–	2,893,828
Other receivable	**235**	**–**	**235**	235	–	235
Total assets	**8,026,916**	**3,955,933**	**11,982,849**	9,130,976	6,853,087	15,984,063
Liabilities						
Loan payable	**–**	**31,623,542**	**31,623,542**	–	33,249,787	33,249,787
Distribution payable	**561**	**–**	**561**	561	–	561
Total liabilities	**561**	**31,623,542**	**31,624,103**	561	33,249,787	33,250,348
Net assets available for benefits	**$ 8,026,355**	**$ (27,667,609)**	**$ (19,641,254)**	$ 9,130,415	$ (26,396,700)	$ (17,266,285)

See accompanying notes.

McKinney Communications Corporation
Employee Stock Ownership Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31, 2024			Year Ended December 31, 2023		
	Allocated	**Unallocated**	**Total**	Allocated	Unallocated	Total
Additions						
Company contributions	**$ 134,272**	**$ 2,270,788**	**$ 2,405,060**	$ 225,876	$ 3,334,603	$ 3,560,479
Net (depreciation) appreciation in estimated fair value of common stock	**(2,415,672)**	**(2,654,328)**	**(5,070,000)**	12,265	17,735	30,000
Dividend distributions	**476,464**	**523,536**	**1,000,000**	456,698	598,041	1,054,739
Cash interest	**148,648**	**–**	**148,648**	89,911	–	89,911
Other income	**–**	**–**	**–**	236,800	–	236,800
Transfer within Plan	**523,536**	**(523,536)**	**–**	598,743	(598,743)	–
Reduction of debt due to refinancing	**–**	**–**	**–**	–	2,000,000	2,000,000
Allocation of 30,277.5777 (44,245.985 in 2023) shares of Company commo stock	**242,826**	**–**	**242,826**	579,180	–	579,180
Total additions (reductions)	**(889,926)**	**(383,540)**	**(1,273,466)**	2,199,473	5,351,636	7,551,109
Deductions						
Allocation of 30,277.5777 (44,245.9859 in 2023) shares of Company common stock	**–**	**242,826**	**242,826**	–	579,180	579,180
Distributions	**214,134**	**–**	**214,134**	598,734	–	598,734
Interest expense	**–**	**644,543**	**644,543**	–	684,126	684,126
Total deductions	**214,134**	**887,369**	**1,101,503**	598,734	1,263,306	1,862,040
Net (decrease) increase	**(1,104,060)**	**(1,270,909)**	**(2,374,969)**	1,600,739	4,088,330	5,689,069
Net assets available for benefits:						
Beginning of year	**9,130,415**	**(26,396,700)**	**(17,266,285)**	7,529,676	(30,485,030)	(22,955,354)
End of year	**$ 8,026,355**	**$ (27,667,609)**	**$ (19,641,254)**	$ 9,130,415	$ (26,396,700)	$ (17,266,285)

See accompanying notes.

1. Description of the Plan

The following description of McKinney Communications Corporation Employee Stock Ownership Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan was established on January 1, 2016 in order to acquire the stock of McKinney Communications Corporation (the Company) and to provide a retirement program for its eligible employees. The Plan operates, in relevant part, as a leveraged employee stock ownership plan (ESOP) and is designed to comply with Sections 401(a), 501(a) and 4975(e)(7) and the regulations thereunder of the Internal Revenue Code (IRC) of 1986, as amended, and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Prior service with McKinney Capital, LLC shall be recognized and credited for purposes of vesting.

The Plan is administered by an ESOP Committee comprising of three persons appointed by the Company’s board of directors. GreatBanc Trust Company (the Trustee), an independent third-party bank, serves as the Plan’s trustee.

The Plan purchased Company common stock using the proceeds of a borrowing (see Note 6) and holds the common stock in a trust established under the Plan. As the Plan makes debt payments, an appropriate percentage of stock will be allocated to eligible employees' accounts in accordance with applicable regulations under the IRC. The borrowing is collateralized by the unallocated shares of common stock and is guaranteed by the Company. The lender has no rights against shares of common stock once they are allocated to participants in accordance with the terms of the ESOP. Accordingly, the financial statements of the Plan as of December 31, 2024 and 2023 and for the years then ended, present separately the assets and liabilities and changes therein pertaining to the accounts of employees with vested rights in allocated common stock (allocated), and common stock not yet allocated to employees (unallocated).

Administrative Expenses

All administrative expenses of the Plan, including accounting, legal, recordkeeping, appraisal and trustee expenses, have been paid by the Company.

1. Description of the Plan (continued)

Eligibility

Effective January 1, 2023, the Plan was restated to modify the eligibility requirements. New employees are eligible to participate in the Plan upon completion of 1,000 hours of service and enter the Plan on the following January 1 or July 1. Additionally, each participant shares in the allocation of contributions and forfeitures only if the participant completes 1,000 hours of service during the Plan year and is employed on the last day of the Plan year.

Prior to January 1, 2023, employees of the Company were generally eligible to participate in the Plan upon hire. Participants who did not have at least one hour of service during such Plan year were generally not eligible for an allocation of Company contributions for such year. Employees are also eligible if they are not leased employees, non-resident aliens, or covered by a collective bargaining agreement.

Payment of Benefits

Distributions on account of death, disability, or retirement are made in the Plan year following the event. Distributions for other separations from service commence in the fifth Plan year following the separation from service. In all instances, the distribution will be made in annual installment payments over a period not longer than the greater of (i) five years, or (ii) in the case of a participant with an account balance in excess of $1,330,000 (as adjusted), five years plus one additional year (but not more than five additional years) for such $265,000 (as adjusted) or fraction thereof by which such balance exceeds $1,330,000 (as adjusted). The amount to be distributed is based upon the account valuation date immediately preceding the distribution. Distributions are made in the form of cash or qualified rollovers. In the event a participant is eligible to receive a distribution and does not elect to take such distribution, the vested balance of the participant's accounts may be liquidated and transferred to the McKinney Communications Corporation 401(k) Plan (as defined in the Plan document).

Under the provisions of the Plan, the Company is obligated to repurchase participant shares, which have been distributed under the terms of the Plan if the shares are not publicly traded or if the shares are subject to trading limitations. There were 10,254 shares repurchased for the year ended December 31, 2024.

1. Description of the Plan (continued)

Contributions

The Company is obligated to make contributions in cash to the Plan which, when aggregated with the Plan's investment earnings, equal the amount necessary to enable the Plan to make its regularly scheduled payments of principal and interest due on its term loan. Additional contributions to the Plan may be paid in cash or shares of Company stock as determined by the Company. The Plan does not permit or require participant voluntary contributions.

Voting Rights

Each participant is entitled to exercise voting rights attributable to the shares allocated to his or her account and is notified by the Trustee prior to the time that such rights are to be exercised. The Trustee is not permitted to vote any allocated share for which instructions have not been given by a participant. The Trustee is required, however, to vote any unallocated shares on behalf of the collective best interest of Plan participants and beneficiaries.

Dividend Distribution

Under the terms of the stock purchase agreement, the Company is required to make a cash dividend to the Plan of $1,000,000 per calendar year for ten years beginning in 2017. The Company contributed this amount to the Plan in December 2024 and the dividend was allocated to eligible participant accounts.

Put Option

Under federal income tax regulations, the Company stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right or demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the current appraised value of the stock. The Company can pay for the purchase with interest over a period of five years. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

1. Description of the Plan (continued)

Participant Accounts

The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each Plan year with an allocation of shares of the Company's common stock released by the Trustee from the unallocated account, an allocation of shares repurchased, and any forfeitures of terminated participants' nonvested accounts. Allocations are based on a participant's eligible compensation, relative to total eligible compensation. Plan earnings are allocated to each participant's account based on the ratio of the participant's account balance.

Vesting

If a participant's employment with the Company ends for any reason other than retirement, permanent disability, or death, he or she will vest in the balances in his or her account based on years of continuous service with the Company. The Plan utilizes a cliff method of vesting and a participant is 100 percent vested after three years of credited service.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company common stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six year period. In each of the first five years, a participant may diversify up to 25 percent of the number of post-1986 shares allocated to his or her account, less any shares previously diversified. In the sixth year, the percentage changes to 50 percent. Participants who elect to diversify receive a cash distribution.

Forfeitures

Plan forfeitures are allocated to each participant's account based upon the relation of the participant's eligible compensation to total compensation for the Plan year. There were 44,674 and 37,461 shares of Company common stock reallocated to eligible participants for the years ended December 31, 2024 and 2023, respectively.

1. Description of the Plan (continued)

Plan Termination

The Company reserves the right to terminate the Plan at any time, subject to Plan provisions. Upon such termination of the Plan, the interest of each participant in the trust fund will be distributed to such participant or his or her beneficiary at the time prescribed by the Plan terms and the IRC. Upon termination of the Plan, the ESOP Committee should direct the Trustee to pay all liabilities and expenses of the trust fund and to sell shares of financed common stock held in the loan suspense account to the extent it determines such sale to be necessary in order to repay the loan.

2. Summary of Significant Accounting Policies

Investment Valuation and Income Recognition

Investments are reported at estimated fair value (Company common stock) and fair value (interest-bearing cash). Estimated fair value and 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. Management of the Company determines the Plan's valuation policies utilizing information provided by the third-party appraiser and the Trustee. See Note 4 for discussion of fair value measurements.

Net appreciation (depreciation) includes the Plan’s gains and losses on Company common stock, as determined by an annual independent appraisal. Interest income is recorded on the accrual basis.

The Plan’s investments consist primarily of the Company’s common stock, which is exposed to various risks such as interest rate, market, and credit risks, as well as valuation assumptions based on earnings, cash flows and/or other such techniques. Due to the level of risk associated with the investment in the common stock and to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in the value of the common stock will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

2. Summary of Significant Accounting Policies (continued)

Use of Estimates

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

Basis of Presentation

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

3. Tax Status

The Plan has received a determination letter from the Internal Revenue Service dated April 25, 2018 stating that the Plan is qualified under the applicable section of the IRC. Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC, and that the related trust is tax-exempt as of the financial statement date and has no income subject to unrelated business income tax.

4. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3).

The three levels of the fair value hierarchy under FASB ASC 820 are described below:

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

Level 2 Inputs to the valuation methodology include:
Quoted prices for similar assets or liabilities in active markets;
Quoted prices for identical or similar assets or liabilities in inactive markets;
Inputs other than quoted prices that are observable for the asset or liability;

4. Fair Value Measurements (continued)

Inputs that are derived principally from or corroborated by observable market data by correlation or other means.
If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

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

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

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

Interest-bearing cash: stated at fair value which approximates cost.

Company common stock: valued at estimated fair value as determined by an annual independent appraisal. This appraisal was based upon a combination of the market and income valuation techniques. The appraiser took into account historical and projected cash flow and net income, return on assets, return on equity, market comparables, and fair value of Company assets and liabilities. Plan management has concluded that a market participant would also recognize a discount for lack of marketability. The valuation process involves the ESOP Trustee's selection of an independent appraiser under an annual contract with the right to cancel such contract at any time. Plan management accumulates the data for the appraiser from the audited financial statements of the Company. The appraiser prepares a preliminary report which Plan management, along with the ESOP Committee and Trustee, reviews in detail, discusses and approves. The results of this process are documented in minutes of the ESOP Committee.

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 estimated fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

4. Fair Value Measurements (continued)

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

	Assets at Fair Value at December 31, 2024			
	Level 1	Level 2	Level 3	Total
Company common stock	$ –	$ –	$ 8,020,000	$ 8,020,000
Interest-bearing cash	3,962,614	–	–	3,962,614
	$ 3,962,614	$ –	$ 8,020,000	$ 11,982,614

	Assets at Fair Value at December 31, 2023			
	Level 1	Level 2	Level 3	Total
Company common stock	$ –	$ –	$ 13,090,000	$ 13,090,000
Interest-bearing cash	2,893,828	–	–	2,893,828
	$ 2,893,828	$ –	$ 13,090,000	$ 15,983,828

The following tables set forth a summary of changes in the estimated fair value of the Plan's level 3 assets for the years ended December 31, 2024 and 2023:

	December 31, 2024 Company common stock	December 31, 2023 Company common stock
Balance, beginning of year	$ 13,090,000	$ 13,060,000
Unrealized (losses) gains relating to assets still held at the reporting date	(5,070,000)	30,000
Balance, end of year	$ 8,020,000	$ 13,090,000

5. Investment Information

The Plan's investments at December 31 are presented in the following table:

	2024	
	Allocated	Unallocated
Company common stock:		
Number of shares	506,742	493,258
Cost	$ 33,183,069	$ 32,300,156
Estimated fair value	$ 4,064,067	$ 3,955,933

	2023	
	Allocated	Unallocated
Company common stock:		
Number of shares	476,464	523,536
Cost	$ 31,200,396	$ 34,282,829
Estimated fair value	$ 6,236,913	$ 6,853,087

All of the Company stock is held by the Trustee for eventual allocation to participant accounts. The shares can only be allocated to participant accounts. However, it will be many years before all shares will be allocated to participant accounts.

6. Loan Payable

In 2016, the Plan borrowed $65,483,225 from the Company and the proceeds of the loan were used to purchase Company common stock. Unallocated shares are collateral for the loan. Shares are released from collateral and allocated to participants as payments of principal and interest are made. The borrowings will be repaid with future Company contributions. The number of shares released in any year is the number of shares held as collateral, times the ratio for the current year payments divided by the total of this year's payments, plus all future years' principal and interest payments. This resulted in 30,278 and 44,246 shares being released and allocated for the Plan years ended December 31, 2024 and 2023, respectively.

6. Loan Payable (continued)

The agreement provides for the loan to be repaid over 25 years. The fair value of the note payable as of December 31, 2024 was $31,623,542, determined by using interest rates currently available for issuance of debt with similar terms, maturity dates, and nonperformance risk. The scheduled amortization of the loan for the next 5 years and thereafter is as follows: 2025 – $2,270,788; 2026 – $2,270,788; 2027 – $2,270,788; 2028 – $2,270,788; 2029 – $2,270,788; and thereafter – $25,639,810. The loan bears interest at the prime rate of the lender. For 2024 and 2023, the loan interest rate averaged 1.95 percent.

7. Related Party and Party-In-Interest Transactions

The Plan invests in Company common stock and has indebtedness guaranteed by the Company. These are related party and party-in-interest transactions. As described in Notes 1 and 8, the Plan has a number of service providers. Such parties are parties-in-interest under ERISA.

8. Administration of Plan Assets

The Plan's assets, which consist principally of Company common stock, are held by the Trustee of the Plan. Company contributions are held and managed by the Trustee, which invests cash received, interest, and dividend income, and administers the payment of interest and principal on the loan. Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. Administrative expenses for the Trustee's fees are paid directly by the Company.

9. Subsequent Events

Management of the Company evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through October 7, 2025, which is the date the financial statements were available to be issued.

10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of total additions and total deductions per the financial statements for the year ended December 31, 2024, to total income and total expenses per Form 5500:

Total additions (reductions) per the financial statements	$ (1,273,466)
Less: fair value of Company common stock allocated in 2024	(242,826)
Total income per the Form 5500	$ (1,516,292)

Total deductions per the financial statements	$ 1,101,503
Less: fair value of Company common stock allocated in 2024	(242,826)
Total expenses per the Form 5500	$ 858,677

Supplemental Schedules

McKinney Communications Corporation
Employee Stock Ownership Plan

EIN: 81-3797664 Plan No.:002

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
*	McKinney Communications Corporation	Company common stock (1,000,000 shares)	$ 65,483,225	$ 8,020,000
	Goldman Sachs Financial Square Government Fund	Interest-bearing cash	3,962,614	3,962,614
			$ 69,445,839	$ 11,982,614

* Indicates party-in-interest to the Plan

McKinney Communications Corporation
Employee Stock Ownership Plan

EIN: 81-3797664   Plan No.:002

Schedule H, Line 4j
Schedule of Reportable Transactions

December 31, 2024

(a) Identity of party involved	(b) Description of asset (including interest rate and maturity in case of a loan)	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain (loss)
Category (i) – Single transactions in excess of 5% of plan assets:						
Goldman Sachs Financial Square Government Fund	Interest-bearing cash	$ 1,579,081	$ –	$ 1,579,081	$ 1,579,081	$ –
		–	1,215,257	1,215,257	1,215,257	–
Category (iii) – Series of transactions in excess of 5% of plan assets:						
Goldman Sachs Financial Square Government Fund	Interest-bearing cash	2,284,043	–	2,284,043	2,284,043	–
		–	1,215,257	1,215,257	1,215,257	–

There were no category (ii) or (iv) reportable transactions during the year ended December 31, 2024.
Columns (e) and (f) are not presented as this information is not applicable.

McKinney Communications Corporation
Employee Stock Ownership Plan

Audited Financial Statements
and Supplemental Schedules

As of December 31, 2024 and 2023
and for the years then ended
with Report of Independent Auditors

McKinney Communications Corporation
Employee Stock Ownership Plan

Audited Financial Statements and Supplemental Schedules

As of December 31, 2024 and 2023
and for the years then ended

Contents

Report of Independent Auditors

ESOP Committee
McKinney Communications Corporation Employee Stock Ownership Plan

Opinion

We have audited the financial statements of McKinney Communications Corporation Employee Stock Ownership Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of 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 audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year. Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users made on the basis of these financial statements.

In performing an audit in accordance with GAAS, we:

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

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

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) and schedule of reportable transactions as of and for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

Black + Pinckard LLC

Hoover, Alabama
October 7, 2025

McKinney Communications Corporation
Employee Stock Ownership Plan

Statements of Net Assets Available for Benefits

	December 31, 2024			December 31, 2023		
	Allocated	**Unallocated**	**Total**	Allocated	Unallocated	Total
Assets						
Investments at estimated fair value:						
Company common stock	**$ 4,064,067**	**$ 3,955,933**	**$ 8,020,000**	$ 6,236,913	$ 6,853,087	$ 13,090,000
Investments at fair value:						
Interest-bearing cash	**3,962,614**	**–**	**3,962,614**	2,893,828	–	2,893,828
Other receivable	**235**	**–**	**235**	235	–	235
Total assets	**8,026,916**	**3,955,933**	**11,982,849**	9,130,976	6,853,087	15,984,063
Liabilities						
Loan payable	**–**	**31,623,542**	**31,623,542**	–	33,249,787	33,249,787
Distribution payable	**561**	**–**	**561**	561	–	561
Total liabilities	**561**	**31,623,542**	**31,624,103**	561	33,249,787	33,250,348
Net assets available for benefits	**$ 8,026,355**	**$ (27,667,609)**	**$ (19,641,254)**	$ 9,130,415	$ (26,396,700)	$ (17,266,285)

See accompanying notes.

McKinney Communications Corporation
Employee Stock Ownership Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31, 2024			Year Ended December 31, 2023		
	Allocated	**Unallocated**	**Total**	Allocated	Unallocated	Total
Additions						
Company contributions	**$ 134,272**	**$ 2,270,788**	**$ 2,405,060**	$ 225,876	$ 3,334,603	$ 3,560,479
Net (depreciation) appreciation in estimated fair value of common stock	**(2,415,672)**	**(2,654,328)**	**(5,070,000)**	12,265	17,735	30,000
Dividend distributions	**476,464**	**523,536**	**1,000,000**	456,698	598,041	1,054,739
Cash interest	**148,648**	**–**	**148,648**	89,911	–	89,911
Other income	**–**	**–**	**–**	236,800	–	236,800
Transfer within Plan	**523,536**	**(523,536)**	**–**	598,743	(598,743)	–
Reduction of debt due to refinancing	**–**	**–**	**–**	–	2,000,000	2,000,000
Allocation of 30,277.5777 (44,245.985 in 2023) shares of Company commo stock	**242,826**	**–**	**242,826**	579,180	–	579,180
Total additions (reductions)	**(889,926)**	**(383,540)**	**(1,273,466)**	2,199,473	5,351,636	7,551,109
Deductions						
Allocation of 30,277.5777 (44,245.9859 in 2023) shares of Company common stock	**–**	**242,826**	**242,826**	–	579,180	579,180
Distributions	**214,134**	**–**	**214,134**	598,734	–	598,734
Interest expense	**–**	**644,543**	**644,543**	–	684,126	684,126
Total deductions	**214,134**	**887,369**	**1,101,503**	598,734	1,263,306	1,862,040
Net (decrease) increase	**(1,104,060)**	**(1,270,909)**	**(2,374,969)**	1,600,739	4,088,330	5,689,069
Net assets available for benefits:						
Beginning of year	**9,130,415**	**(26,396,700)**	**(17,266,285)**	7,529,676	(30,485,030)	(22,955,354)
End of year	**$ 8,026,355**	**$ (27,667,609)**	**$ (19,641,254)**	$ 9,130,415	$ (26,396,700)	$ (17,266,285)

See accompanying notes.

1. Description of the Plan

The following description of McKinney Communications Corporation Employee Stock Ownership Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan was established on January 1, 2016 in order to acquire the stock of McKinney Communications Corporation (the Company) and to provide a retirement program for its eligible employees. The Plan operates, in relevant part, as a leveraged employee stock ownership plan (ESOP) and is designed to comply with Sections 401(a), 501(a) and 4975(e)(7) and the regulations thereunder of the Internal Revenue Code (IRC) of 1986, as amended, and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Prior service with McKinney Capital, LLC shall be recognized and credited for purposes of vesting.

The Plan is administered by an ESOP Committee comprising of three persons appointed by the Company’s board of directors. GreatBanc Trust Company (the Trustee), an independent third-party bank, serves as the Plan’s trustee.

The Plan purchased Company common stock using the proceeds of a borrowing (see Note 6) and holds the common stock in a trust established under the Plan. As the Plan makes debt payments, an appropriate percentage of stock will be allocated to eligible employees' accounts in accordance with applicable regulations under the IRC. The borrowing is collateralized by the unallocated shares of common stock and is guaranteed by the Company. The lender has no rights against shares of common stock once they are allocated to participants in accordance with the terms of the ESOP. Accordingly, the financial statements of the Plan as of December 31, 2024 and 2023 and for the years then ended, present separately the assets and liabilities and changes therein pertaining to the accounts of employees with vested rights in allocated common stock (allocated), and common stock not yet allocated to employees (unallocated).

Administrative Expenses

All administrative expenses of the Plan, including accounting, legal, recordkeeping, appraisal and trustee expenses, have been paid by the Company.

1. Description of the Plan (continued)

Eligibility

Effective January 1, 2023, the Plan was restated to modify the eligibility requirements. New employees are eligible to participate in the Plan upon completion of 1,000 hours of service and enter the Plan on the following January 1 or July 1. Additionally, each participant shares in the allocation of contributions and forfeitures only if the participant completes 1,000 hours of service during the Plan year and is employed on the last day of the Plan year.

Prior to January 1, 2023, employees of the Company were generally eligible to participate in the Plan upon hire. Participants who did not have at least one hour of service during such Plan year were generally not eligible for an allocation of Company contributions for such year. Employees are also eligible if they are not leased employees, non-resident aliens, or covered by a collective bargaining agreement.

Payment of Benefits

Distributions on account of death, disability, or retirement are made in the Plan year following the event. Distributions for other separations from service commence in the fifth Plan year following the separation from service. In all instances, the distribution will be made in annual installment payments over a period not longer than the greater of (i) five years, or (ii) in the case of a participant with an account balance in excess of $1,330,000 (as adjusted), five years plus one additional year (but not more than five additional years) for such $265,000 (as adjusted) or fraction thereof by which such balance exceeds $1,330,000 (as adjusted). The amount to be distributed is based upon the account valuation date immediately preceding the distribution. Distributions are made in the form of cash or qualified rollovers. In the event a participant is eligible to receive a distribution and does not elect to take such distribution, the vested balance of the participant's accounts may be liquidated and transferred to the McKinney Communications Corporation 401(k) Plan (as defined in the Plan document).

Under the provisions of the Plan, the Company is obligated to repurchase participant shares, which have been distributed under the terms of the Plan if the shares are not publicly traded or if the shares are subject to trading limitations. There were 10,254 shares repurchased for the year ended December 31, 2024.

1. Description of the Plan (continued)

Contributions

The Company is obligated to make contributions in cash to the Plan which, when aggregated with the Plan's investment earnings, equal the amount necessary to enable the Plan to make its regularly scheduled payments of principal and interest due on its term loan. Additional contributions to the Plan may be paid in cash or shares of Company stock as determined by the Company. The Plan does not permit or require participant voluntary contributions.

Voting Rights

Each participant is entitled to exercise voting rights attributable to the shares allocated to his or her account and is notified by the Trustee prior to the time that such rights are to be exercised. The Trustee is not permitted to vote any allocated share for which instructions have not been given by a participant. The Trustee is required, however, to vote any unallocated shares on behalf of the collective best interest of Plan participants and beneficiaries.

Dividend Distribution

Under the terms of the stock purchase agreement, the Company is required to make a cash dividend to the Plan of $1,000,000 per calendar year for ten years beginning in 2017. The Company contributed this amount to the Plan in December 2024 and the dividend was allocated to eligible participant accounts.

Put Option

Under federal income tax regulations, the Company stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right or demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the current appraised value of the stock. The Company can pay for the purchase with interest over a period of five years. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

1. Description of the Plan (continued)

Participant Accounts

The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each Plan year with an allocation of shares of the Company's common stock released by the Trustee from the unallocated account, an allocation of shares repurchased, and any forfeitures of terminated participants' nonvested accounts. Allocations are based on a participant's eligible compensation, relative to total eligible compensation. Plan earnings are allocated to each participant's account based on the ratio of the participant's account balance.

Vesting

If a participant's employment with the Company ends for any reason other than retirement, permanent disability, or death, he or she will vest in the balances in his or her account based on years of continuous service with the Company. The Plan utilizes a cliff method of vesting and a participant is 100 percent vested after three years of credited service.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company common stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six year period. In each of the first five years, a participant may diversify up to 25 percent of the number of post-1986 shares allocated to his or her account, less any shares previously diversified. In the sixth year, the percentage changes to 50 percent. Participants who elect to diversify receive a cash distribution.

Forfeitures

Plan forfeitures are allocated to each participant's account based upon the relation of the participant's eligible compensation to total compensation for the Plan year. There were 44,674 and 37,461 shares of Company common stock reallocated to eligible participants for the years ended December 31, 2024 and 2023, respectively.

1. Description of the Plan (continued)

Plan Termination

The Company reserves the right to terminate the Plan at any time, subject to Plan provisions. Upon such termination of the Plan, the interest of each participant in the trust fund will be distributed to such participant or his or her beneficiary at the time prescribed by the Plan terms and the IRC. Upon termination of the Plan, the ESOP Committee should direct the Trustee to pay all liabilities and expenses of the trust fund and to sell shares of financed common stock held in the loan suspense account to the extent it determines such sale to be necessary in order to repay the loan.

2. Summary of Significant Accounting Policies

Investment Valuation and Income Recognition

Investments are reported at estimated fair value (Company common stock) and fair value (interest-bearing cash). Estimated fair value and 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. Management of the Company determines the Plan's valuation policies utilizing information provided by the third-party appraiser and the Trustee. See Note 4 for discussion of fair value measurements.

Net appreciation (depreciation) includes the Plan’s gains and losses on Company common stock, as determined by an annual independent appraisal. Interest income is recorded on the accrual basis.

The Plan’s investments consist primarily of the Company’s common stock, which is exposed to various risks such as interest rate, market, and credit risks, as well as valuation assumptions based on earnings, cash flows and/or other such techniques. Due to the level of risk associated with the investment in the common stock and to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in the value of the common stock will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

2. Summary of Significant Accounting Policies (continued)

Use of Estimates

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

Basis of Presentation

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

3. Tax Status

The Plan has received a determination letter from the Internal Revenue Service dated April 25, 2018 stating that the Plan is qualified under the applicable section of the IRC. Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC, and that the related trust is tax-exempt as of the financial statement date and has no income subject to unrelated business income tax.

4. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3).

The three levels of the fair value hierarchy under FASB ASC 820 are described below:

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

Level 2 Inputs to the valuation methodology include:
Quoted prices for similar assets or liabilities in active markets;
Quoted prices for identical or similar assets or liabilities in inactive markets;
Inputs other than quoted prices that are observable for the asset or liability;

4. Fair Value Measurements (continued)

Inputs that are derived principally from or corroborated by observable market data by correlation or other means.
If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

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

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

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

Interest-bearing cash: stated at fair value which approximates cost.

Company common stock: valued at estimated fair value as determined by an annual independent appraisal. This appraisal was based upon a combination of the market and income valuation techniques. The appraiser took into account historical and projected cash flow and net income, return on assets, return on equity, market comparables, and fair value of Company assets and liabilities. Plan management has concluded that a market participant would also recognize a discount for lack of marketability. The valuation process involves the ESOP Trustee's selection of an independent appraiser under an annual contract with the right to cancel such contract at any time. Plan management accumulates the data for the appraiser from the audited financial statements of the Company. The appraiser prepares a preliminary report which Plan management, along with the ESOP Committee and Trustee, reviews in detail, discusses and approves. The results of this process are documented in minutes of the ESOP Committee.

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 estimated fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

4. Fair Value Measurements (continued)

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

	Assets at Fair Value at December 31, 2024			
	Level 1	Level 2	Level 3	Total
Company common stock	$ –	$ –	$ 8,020,000	$ 8,020,000
Interest-bearing cash	3,962,614	–	–	3,962,614
	$ 3,962,614	$ –	$ 8,020,000	$ 11,982,614

	Assets at Fair Value at December 31, 2023			
	Level 1	Level 2	Level 3	Total
Company common stock	$ –	$ –	$ 13,090,000	$ 13,090,000
Interest-bearing cash	2,893,828	–	–	2,893,828
	$ 2,893,828	$ –	$ 13,090,000	$ 15,983,828

The following tables set forth a summary of changes in the estimated fair value of the Plan's level 3 assets for the years ended December 31, 2024 and 2023:

	December 31, 2024 Company common stock	December 31, 2023 Company common stock
Balance, beginning of year	$ 13,090,000	$ 13,060,000
Unrealized (losses) gains relating to assets still held at the reporting date	(5,070,000)	30,000
Balance, end of year	$ 8,020,000	$ 13,090,000

5. Investment Information

The Plan's investments at December 31 are presented in the following table:

	2024	
	Allocated	Unallocated
Company common stock:		
Number of shares	506,742	493,258
Cost	$ 33,183,069	$ 32,300,156
Estimated fair value	$ 4,064,067	$ 3,955,933

	2023	
	Allocated	Unallocated
Company common stock:		
Number of shares	476,464	523,536
Cost	$ 31,200,396	$ 34,282,829
Estimated fair value	$ 6,236,913	$ 6,853,087

All of the Company stock is held by the Trustee for eventual allocation to participant accounts. The shares can only be allocated to participant accounts. However, it will be many years before all shares will be allocated to participant accounts.

6. Loan Payable

In 2016, the Plan borrowed $65,483,225 from the Company and the proceeds of the loan were used to purchase Company common stock. Unallocated shares are collateral for the loan. Shares are released from collateral and allocated to participants as payments of principal and interest are made. The borrowings will be repaid with future Company contributions. The number of shares released in any year is the number of shares held as collateral, times the ratio for the current year payments divided by the total of this year's payments, plus all future years' principal and interest payments. This resulted in 30,278 and 44,246 shares being released and allocated for the Plan years ended December 31, 2024 and 2023, respectively.

6. Loan Payable (continued)

The agreement provides for the loan to be repaid over 25 years. The fair value of the note payable as of December 31, 2024 was $31,623,542, determined by using interest rates currently available for issuance of debt with similar terms, maturity dates, and nonperformance risk. The scheduled amortization of the loan for the next 5 years and thereafter is as follows: 2025 – $2,270,788; 2026 – $2,270,788; 2027 – $2,270,788; 2028 – $2,270,788; 2029 – $2,270,788; and thereafter – $25,639,810. The loan bears interest at the prime rate of the lender. For 2024 and 2023, the loan interest rate averaged 1.95 percent.

7. Related Party and Party-In-Interest Transactions

The Plan invests in Company common stock and has indebtedness guaranteed by the Company. These are related party and party-in-interest transactions. As described in Notes 1 and 8, the Plan has a number of service providers. Such parties are parties-in-interest under ERISA.

8. Administration of Plan Assets

The Plan's assets, which consist principally of Company common stock, are held by the Trustee of the Plan. Company contributions are held and managed by the Trustee, which invests cash received, interest, and dividend income, and administers the payment of interest and principal on the loan. Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. Administrative expenses for the Trustee's fees are paid directly by the Company.

9. Subsequent Events

Management of the Company evaluates events occurring subsequent to the date of the financial statements in determining the accounting for and disclosure of transactions and events that affect the financial statements. Subsequent events have been evaluated through October 7, 2025, which is the date the financial statements were available to be issued.

10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of total additions and total deductions per the financial statements for the year ended December 31, 2024, to total income and total expenses per Form 5500:

Total additions (reductions) per the financial statements	$ (1,273,466)
Less: fair value of Company common stock allocated in 2024	(242,826)
Total income per the Form 5500	$ (1,516,292)

Total deductions per the financial statements	$ 1,101,503
Less: fair value of Company common stock allocated in 2024	(242,826)
Total expenses per the Form 5500	$ 858,677

Supplemental Schedules

McKinney Communications Corporation
Employee Stock Ownership Plan

EIN: 81-3797664 Plan No.:002

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
*	McKinney Communications Corporation	Company common stock (1,000,000 shares)	$ 65,483,225	$ 8,020,000
	Goldman Sachs Financial Square Government Fund	Interest-bearing cash	3,962,614	3,962,614
			$ 69,445,839	$ 11,982,614

* Indicates party-in-interest to the Plan

McKinney Communications Corporation
Employee Stock Ownership Plan

EIN: 81-3797664 Plan No.:002

Schedule H, Line 4j
Schedule of Reportable Transactions

December 31, 2024

(a) Identity of party involved	(b) Description of asset (including interest rate and maturity in case of a loan)	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain (loss)
Category (i) – Single transactions in excess of 5% of plan assets:						
Goldman Sachs Financial Square Government Fund	Interest-bearing cash	$ 1,579,081	$ –	$ 1,579,081	$ 1,579,081	$ –
		–	1,215,257	1,215,257	1,215,257	–
Category (iii) – Series of transactions in excess of 5% of plan assets:						
Goldman Sachs Financial Square Government Fund	Interest-bearing cash	2,284,043	–	2,284,043	2,284,043	–
		–	1,215,257	1,215,257	1,215,257	–

There were no category (ii) or (iv) reportable transactions during the year ended December 31, 2024.
Columns (e) and (f) are not presented as this information is not applicable.