

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [x] a single-employer plan [] a DFE (specify) ____
B This return/report is: [] the first return/report [] the final return/report [] an amended return/report [] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. []
D Check box if filing under: [x] Form 5558 [] automatic extension [] the DFVC program [] special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. []

Part II Basic Plan Information—enter all requested information

1a Name of plan: WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/1987
2a Plan sponsor's name (employer, if for a single-employer plan): WAREHOUSE SERVICES, INC.
2b Employer Identification Number (EIN): 57-0830863
2c Plan Sponsor's telephone number: 812-831-4053
2d Business code (see instructions): 493100

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

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

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

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

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	3845
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	2833
	6a(2)	3130
	6b	0
	6c	1091
	6d	4221
	6e	3
	6f	4224
	6g(1)	2808
6g(2)	4224	
6h	0	
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:
2A 2E 2H 2J 2S 2T 3D 3H

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

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

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

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

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

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

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

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

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

Receipt Confirmation Code _____

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

A Name of plan WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 WAREHOUSE SERVICES, INC.	D Employer Identification Number (EIN) 57-0830863	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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)

EMPOWER ANNUITY INSURANCE COMPANY O

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(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?
64	RECORDKEEPER	50490	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

A Name of plan <u>WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>WAREHOUSE SERVICES, INC.</u>	D Employer Identification Number (EIN) <u>57-0830863</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: THE STANDARD STABLE ASSET II

b Name of sponsor of entity listed in (a): JP MORGAN STABLE VALUE

c EIN-PN <u>93-0242990-000</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

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

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

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

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

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 WAREHOUSE SERVICES, INC.	D Employer Identification Number (EIN) 57-0830863

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	8509095	7983948
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	828437	800606
(9) Value of interest in common/collective trusts	1c(9)	1410257	1299021
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	50514167	58278370
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	46714950	54698774

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	107976906	123060719
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	137655	99107
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	137655	99107
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	107839251	122961612

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)	7983958	
(B) Participants.....	2a(1)(B)	5495861	
(C) Others (including rollovers).....	2a(1)(C)	105635	
(2) Noncash contributions.....	2a(2)	0	13585454
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	0	
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	50442	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		50442
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	2611362	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		2611362
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	
(B) Other.....	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		4462677
c Other income	2c		4508734
d Total income. Add all income amounts in column (b) and enter total	2d		25218669

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	9906610	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		9906610
f Corrective distributions (see instructions)	2f		137655
g Certain deemed distributions of participant loans (see instructions)	2g		378
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Recordkeeping fees	2i(3)	51665	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	0	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		51665
j Total expenses. Add all expense amounts in column (b) and enter total	2j		10096308

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		15122361
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) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

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

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

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

(1) Name: CLIFTONLARSONALLEN LLP

(2) EIN: 41-0746749

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		100000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

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

A Name of plan <u>WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>WAREHOUSE SERVICES, INC.</u>	D Employer Identification Number (EIN) <u>57-0830863</u>	

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

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

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

1		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): 20-3691708

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

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

3	
---	--

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 11 / 14 / 2022 (MM/DD/YYYY) and the Opinion Letter serial number Q702518A.

WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
FINANCIAL STATEMENTS AND
ERISA-REQUIRED SUPPLEMENTAL SCHEDULE
YEARS ENDED DECEMBER 31, 2024 AND 2023



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**WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
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YEARS ENDED DECEMBER 31, 2024 AND 2023**

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INDEPENDENT AUDITORS' REPORT

Investment Committee
Warehouse Services, Inc. Profit Sharing Plan
Mount Vernon, Indiana

Report on the Audit of the Financial Statements

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

We have performed audits of the accompanying financial statements of the Warehouse Services, Inc. Profit Sharing Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

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

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

Investment Committee
Warehouse Services, Inc. Profit Sharing Plan

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

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

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

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

Other Matters – Supplemental Schedule Required by ERISA

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

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

In our opinion:

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

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

Indianapolis, Indiana
October 8, 2025

**WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2024 AND 2023**

	2024	2023
ASSETS		
INVESTMENTS (at Fair Value)		
Collective Funds	\$ 1,299,021	\$ 1,410,257
Mutual Funds	57,592,663	50,053,773
Nonparticipant-Directed Investments	55,100,622	46,964,625
Total Investments at Fair Value	113,992,306	98,428,655
RECEIVABLES		
Employer Contributions	7,983,948	8,509,095
Notes Receivable from Participants	995,949	1,021,763
Accrued Income	283,859	210,719
Total Receivables	9,263,756	9,741,577
Total Assets	123,256,062	108,170,232
LIABILITIES		
Excess Contributions Payable	99,107	137,655
NET ASSETS AVAILABLE FOR BENEFITS	\$ 123,156,955	\$ 108,032,577

See accompanying Notes to Financial Statements.

**WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED DECEMBER 31, 2024 AND 2023**

	2024	2023
ADDITIONS:		
INVESTMENT INCOME		
Net Appreciation in Fair Value of Investments	\$ 8,971,411	\$ 9,118,168
Interest and Dividends	2,611,362	1,776,159
Total Investment Income	11,582,773	10,894,327
INTEREST INCOME ON NOTES RECEIVABLE FROM PARTICIPANTS	50,442	46,225
CONTRIBUTIONS		
Employer	7,983,958	8,446,500
Participant	5,495,861	5,279,716
Rollovers	105,635	1,682,680
Total Contributions	13,585,454	15,408,896
Total Additions	25,218,669	26,349,448
DEDUCTIONS:		
BENEFITS PAID TO PARTICIPANTS	10,042,626	9,849,388
ADMINISTRATIVE EXPENSES	51,665	93,609
Total Deductions	10,094,291	9,942,997
NET INCREASE	15,124,378	16,406,451
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of Year	108,032,577	91,626,126
End of Year	\$ 123,156,955	\$ 108,032,577

See accompanying Notes to Financial Statements.

WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 1 DESCRIPTION OF PLAN

The following description of Warehouse Services, Inc. Profit Sharing 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 is a defined contribution plan originally effective January 1, 1987. The Plan has been amended throughout the years to comply with tax legislation and most recently amended effective October 1, 2022. The Plan excludes leased employees. The Plan is subject to the Employee Retirement Income Security Act of 1974 (ERISA). The Investment Committee is responsible for the oversight of the Plan, determines the appropriateness of the Plan's investment offerings, and monitors investment performance.

Eligibility

Employees of Warehouse Services, Inc., Warehouse Services, Inc. No. 2, Warehouse Services No. 4 LLC, Warehouse Services No. 5 LLC, Warehouse Services No. 6 LLC, Warehouse Services No. 7 LLC, Industrial Transport Group, Inc., Industrial Services Management, Inc., Industrial Plastics Group LLC, Industrial Transport Services LLC, Cox Group, Inc., Contract Transport Services, Inc., Cox Group I, LLC, Industrial Services Management I, LLC, Coastal Offshore X-Cellence LLC, Contract Transport Services, LLC, Total Logistics, Inc., Sky Trans Group Holdings, Sky Trans Supply Chain Solutions, LLC, and Sky Transportation Services, LLC (collectively, the Sponsor) are eligible to participate in the deferral component of the Plan on the later of obtaining 90 days of service or upon turning 18 years of age. Effective January 2025, the Plan was amended to allow for the eligibility of employees of Copp of St. Louis, LLC to participate in the Plan.

Contributions

Eligible participants are permitted to elect to have a percentage, limited by Plan provisions, of their compensation contributed as pretax 401(k) contributions to the Plan up to 75 percent of their pretax annual compensation. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 2% of eligible compensation, and their contributions invested in the designated default fund until changed by the participant. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

Supplemental employer contributions may be contributed to the Plan at the option of the Sponsor's board of directors. For the Plan years ended December 31, 2024 and 2023, the Sponsor made supplemental employer contributions of \$7,983,948 and \$8,509,095 to the Plan, respectively. Contributions are subject to certain limitations.

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of contributions into various investment options offered by the Plan. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Participant Accounts

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

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company matching contribution portion of their accounts, plus actual earnings thereon, is based on years of credited service. A participant is 100% vested after six years of credited service. Notwithstanding the above, a participant is fully vested upon reaching normal retirement age, death, or permanent disability.

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The notes are secured by the balance in the participant's account and bear interest at a rate commensurate with local prevailing rates as determined quarterly by the Plan administrator. Principal and interest is paid ratably through payroll deductions.

Benefit Payments

Upon termination of service due to death, disability, or retirement, a participant may elect to receive the value of the vested interest in their account in the form of a lump sum distribution or installments. The Plan allows for in-service distributions if a participant reaches age 59½ and hardship distributions subject to Plan provisions.

Forfeited Accounts

Forfeited nonvested accounts can be used to pay administrative expenses and to reduce future Company contributions. Forfeited nonvested accounts as of December 31, 2024 and 2023, totaled \$685,705 and \$460,392, respectively. There were approximately \$360,000 of forfeitures used to reduce Company contributions for the years ended December 31, 2024 and 2023.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Use of Estimates

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

Investment Valuation and Income Recognition

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

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 or 2023. Delinquent notes receivable are recorded as distributions on the basis of the terms of the Plan document.

Benefit Payments

Benefits are recorded when paid.

Excess Contributions Payable

Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding reduction to contributions. The Plan distributed the 2023 and 2024 excess contributions to the applicable participants prior to March 15, 2024 and 2025, respectively.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the Plan document. Expenses paid directly by the Company are excluded from these financial statements. Investment-related expenses are included in net depreciation in fair value investments.

Subsequent Events

The Plan has evaluated subsequent events through October 8, 2025, the date the financial statements were available to be issued.

WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 3 CERTIFICATION OF INVESTMENT INFORMATION

The Fifth Third Bank and Empower Trust Company, LLC, the qualified institutions of the Plan, have supplied the Plan administrator with certifications as to the completeness and accuracy of all investment information and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2024 and 2023, the statement of changes in net assets available for benefits for the years then ended, and the supplemental schedule of assets (held at end of year) as of December 31, 2024.

NOTE 4 FAIR VALUE OF INVESTMENTS

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 are described as follows:

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

Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

- 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; or
- 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 market value measurement.

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

WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 4 FAIR VALUE OF INVESTMENTS (CONTINUED)

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

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

Collective Fund – Valued at the NAV of units of the bank collective trust. NAV is a readily determinable fair value and is the basis for current transactions. Participant transactions (purchases and sales) may occur daily.

Money Market Funds – The money market fund is a publicly traded investment that invests primarily in short term debt securities such as U.S. Treasury bills and commercial paper. This fund is valued daily at the closing price reported on the active market on which the fund is traded.

Common Stocks – Common stocks are publicly traded investments and are valued daily at the closing price reported on the active market on which the individual securities are traded.

Corporate Bonds – These investments are debt securities issued by corporate entities to fund day-to-day operations and to finance capital projects. Corporate bonds are valued daily at the closing price reported on the active markets on which the bonds are traded.

U.S. Government Securities – U.S. government securities are publicly traded investments, such as U.S. Treasury bills and bonds, and are valued daily at the closing price reported on the active market on which the funds are traded.

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

	2024			
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 65,844,938	\$ -	\$ -	\$ 65,844,938
Collective Funds	-	1,299,021	-	1,299,021
Money Market Funds	2,596,784	-	-	2,596,784
Common Stock	10,987,056	-	-	10,987,056
Corporate Bonds	14,433,396	-	-	14,433,396
U.S. Government Securities	18,831,111	-	-	18,831,111
Total Investments at Fair Value	\$ 112,693,285	\$ 1,299,021	\$ -	\$ 113,992,306

WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 4 FAIR VALUE OF INVESTMENTS (CONTINUED)

	2023			
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 61,490,693	\$ -	\$ -	\$ 61,490,693
Collective Funds	-	1,410,257	-	1,410,257
Money Market Funds	3,862,480	-	-	3,862,480
Common Stock	7,240,612	-	-	7,240,612
Corporate Bonds	14,641,582	-	-	14,641,582
U.S. Government Securities	9,783,031	-	-	9,783,031
Total Investments at Fair Value	<u>\$ 97,018,398</u>	<u>\$ 1,410,257</u>	<u>\$ -</u>	<u>\$ 98,428,655</u>

NOTE 5 NONPARTICIPANT-DIRECTED INVESTMENTS

Net assets available for benefits related to the nonparticipant-directed investments are as follows as of December 31:

	2024	2023
Investments at Fair Value		
Money Market Fund	\$ 2,596,784	\$ 3,862,480
Common Stocks	10,987,056	7,240,612
Mutual Funds	8,252,275	11,436,920
U.S. Government Securities	18,831,111	9,783,031
Corporate Bonds	14,433,396	14,641,582
Total Investments at Fair Value	<u>55,100,622</u>	<u>46,964,625</u>
Accrued Income	283,859	210,719
Total Investments and Accrued Income	<u>\$ 55,384,481</u>	<u>\$ 47,175,344</u>

The significant components of changes in net assets related to the nonparticipant-directed investments are as follows for the year ended December 31, 2024:

Changes in Net Assets Available for Benefits Related to Nonparticipant-Directed Investments:	
Net Realized and Unrealized Depreciation in Fair Value of Investments	\$ 2,837,297
Interest & Dividend Income	1,572,032
Receipts	9,362,419
Disbursements	(5,562,527)
Other	(84)
Total	<u>\$ 8,209,137</u>

WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 6 RISKS AND UNCERTAINTIES

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

NOTE 7 PLAN TERMINATION

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

NOTE 8 PLAN TAX STATUS

The Plan is placing reliance on an opinion letter from the IRS on the prototype plan indicating that the Plan is designed in accordance with the applicable section of the IRC. The Plan has been amended since receiving the opinion letter. However, the Plan administrator believes that the Plan is designed and being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 9 PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are shares of mutual funds managed by Fifth Third Bank, the trustee as defined by the Plan and, therefore, the investment transactions qualify as party-in-interest transactions. Fees paid by the Plan for investment management services were included as a reduction of the return earned on each fund for the years ended December 31, 2024 and 2023.

**WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 10 RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

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

	<u>2024</u>	<u>2023</u>
Net Assets Available for Benefits per Financial Statements	\$ 123,156,955	\$ 108,032,577
Less: Deemed Distributions of Notes Receivable from Participants	<u>(195,343)</u>	<u>(193,326)</u>
Net Assets Available for Benefits per Form 5500	<u><u>\$ 122,961,612</u></u>	<u><u>\$ 107,839,251</u></u>

The following is a reconciliation of net increase per the financial statements to Form 5500 for the year ended December 31, 2024:

Net Increase in Net Assets Available for Benefits per Financial Statements	\$ 15,124,378
Add: Decrease in Deemed Distributed Notes Receivable from Participants	<u>(2,017)</u>
Net Increase in Net Assets Available for Benefits per Form 5500	<u><u>\$ 15,122,361</u></u>

WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
E.I.N. 57-0830863 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost**	Current Value
		Money Market Funds		
	Federated	1,928,016 units of Government Obligations Premier	\$ 2,596,784	\$ 2,596,784
		Mutual Funds		
*	Fifth Third Bank	American Funds 2010 Target Date Fund R6	-	665,692
*	Fifth Third Bank	American Funds 2015 Target Date Fund R6	-	363,308
*	Fifth Third Bank	American Funds 2020 Target Date Fund R6	-	1,587,759
*	Fifth Third Bank	American Funds 2025 Target Date Fund R6	-	4,438,755
*	Fifth Third Bank	American Funds 2030 Target Date Fund R6	-	7,221,301
*	Fifth Third Bank	American Funds 2035 Target Date Fund R6	-	7,487,875
*	Fifth Third Bank	American Funds 2040 Target Date Fund R6	-	3,251,917
*	Fifth Third Bank	American Funds 2045 Target Date Fund R6	-	3,165,970
*	Fifth Third Bank	American Funds 2050 Target Date Fund R6	-	2,586,611
*	Fifth Third Bank	American Funds 2055 Target Date Fund R6	-	1,966,537
*	Fifth Third Bank	American Funds 2060 Target Date Fund R6	-	1,850,329
*	Fifth Third Bank	American Funds 2065 Target Date Fund R6	-	1,404,848
*	Fifth Third Bank	American Funds Capital World G/I R6	-	2,100,589
*	Fifth Third Bank	American Funds Growth Portfolio R-6	-	80,000
*	Fifth Third Bank	Federated Hermes Govt Obligations Fd Pm	-	2,838,289
*	Fifth Third Bank	Harbor Capital Appreciation Retirement	-	4,965,289
*	Fifth Third Bank	Invesco Developing Markets R6	-	259,429
*	Fifth Third Bank	MFS Value R6	-	1,571,145
*	Fifth Third Bank	PGIM Total Return Bond R6	-	1,840,745
*	Fifth Third Bank	Vanguard 500 Index Fund - Admiral	-	3,600,971
*	Fifth Third Bank	Vanguard Mid Cap Index Adm	-	999,906
*	Fifth Third Bank	Vanguard Short-term Bond Index Adm	-	441,484
*	Fifth Third Bank	Vanguard Small Cap Index Fund - Admiral	-	2,903,914
	Dodge & Cox	40,011.112 units of Income Fund	563,155	495,338
	iShares	4,941.000 of Barclays Intermediate Govt/Credit BD FD	550,413	515,000
	Brown Capital Management	11,281.588 units of International Small Cap Fund	250,000	281,250
	Fiely	16,446.783 500 Index Fund Inst. Premium	2,400,572	3,358,269
	Seafarer	18,253.347 units of Oversears GR and Income Institutional Shares	232,000	212,104
	iShares	6,937 units of Russell Midcap Index FD	504,527	613,231
	iShares	1,973 units of Russell 2000 Index FD	420,762	435,954
	iShares	20,529 units of Core MSCI EAFE	1,314,295	1,442,778
	iShares	7,987 units of Core MSCI EMK ETF	486,746	417,081
	Spectrum	24,418.473 units Pref and Cap SEC INC (R6)	250,000	223,917
	ESG	3,380 units of Aware MSCI EAFE ETF	248,025	257,353
		Total Mutual Funds	7,220,495	65,844,938
		Common Collective Funds		
	JP Morgan	The Standard Stable Asset II	-	1,299,021
		Total Common Collective Funds	-	1,299,021

WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
E.I.N. 57-0830863 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost**	Current Value
		Corporate Bonds		
	Bank New York Mellon Corp.	\$500,000 principal amount, 3.850%, due 04/28/28	\$ 488,335	\$ 487,745
	Bank New York Mellon Corp.	\$500,000 principal amount, 2.050%, due 01/26/27	463,860	476,170
	Cummins Inc.	\$500,000 principal amount, 4.900%, due 02/20/29	503,215	503,120
	Deere John Cap Corp.	\$500,000 principal amount, 1.500%, due 03/06/28	500,090	454,350
	Disney Walt Co.	\$500,000 principal amount, 3.15%, due 09/17/25	494,545	495,005
	Home Depot Inc.	\$500,000 principal amount, 2.80%, due 09/14/27	472,775	479,080
	Hormel Foods Corp	\$500,000 principal amount, 1.70%, due 06/03/28	461,123	452,925
	Intel Corp. SR NT	\$1,000,000 principal amount, 3.75%, due 03/25/27	1,040,590	975,550
	IBM Corp	\$300,000 principal amount, 5.875%, due 11/29/32	296,853	315,591
	Lilly Eli & Co	\$500,000 principal amount, 7.125%, due 06/01/25	577,030	504,390
	Microsoft Corp	\$500,000 principal amount, 2.700%, due 02/12/25	480,443	498,960
	Northern TR Corp SR GBLB NT	\$500,000 principal amount, 1.950%, due 05/01/30	437,245	431,725
	PepsiCo Inc.	\$500,000 principal amount, 3.00%, due 10/15/27	477,190	481,350
	Pfizer Inc SR GBLB NT	\$500,000 principal amount, 3.00%, due 12/15/26	552,485	486,460
	Procter & Gamble Co.	\$300,000 principal amount, 5.55%, due 03/05/37	299,769	314,193
	Progressive Corp OH	\$500,000 principal amount, 3.20%, due 03/26/30	550,065	461,725
	Qualcomm Inc	\$500,000 principal amount, 3.45%, due 05/20/25	518,770	497,940
	Schwab Charles Corp SR GBLB NT	\$500,000 principal amount, 3.20%, due 03/02/27	547,425	484,225
	Simon Property Group LP	\$500,000 principal amount, 3.50%, due 09/01/25	504,445	496,470
	State STR CORP SR GBLB NT	\$500,000 principal amount, 3.55%, due 08/18/25	510,055	496,980
	TJX COS INC NEW SR GBLB NT	\$500,000 principal amount, 1.15%, due 05/15/28	485,625	446,130
	3M Co	\$500,000 principal amount, 2.25%, due 09/19/26	488,665	479,930
	Toyota MTR CR Corp Medium Term	\$500,000 principal amount, 5.000%, due 08/14/26	506,305	503,400
	Toyota MTR CR Corp Medium Term	\$300,000 principal amount, 5.100%, due 03/21/31	302,040	301,002
	UnitedHealth Group Inc	\$500,000 principal amount, 4.950%, due 01/15/32	508,685	494,360
	VISA INC	\$500,000 principal amount, 2.75%, due 09/15/27	468,170	478,510
	Equinor ASA	\$500,000 principal amount, 3.625%, due 09/10/28	562,610	483,820
	Glaxosmithkline Cap PLC	\$500,000 principal amount, 3.375%, due 06/01/29	557,285	472,800
	Schlumberger Invt SA SR NT	\$500,000 principal amount, 5.000%, due 06/01/34	506,675	490,635
	Shell INTL FIN B V	\$500,000 principal amount, 2.875%, due 05/10/26	544,900	488,855
		Total Corporate Bonds	15,107,268	14,433,396
		U.S. Government Securities		
	FG A50392	\$4,859.33 principal amount, 6.00%, due 07/01/36	-	4,965
	G2 2987	\$137.74 principal amount, 7.50%, due 10/20/30	513	143
	GN 699490	\$5,377.82 principal amount, 6.00%, due 10/15/38	9,748	5,512
	US Treasury NTS	\$500,000 principal amount, 1.250%, due 6/30/28	437,949	450,510
	US Treasury NTS	\$500,000 principal amount, 2.375%, due 03/31/29	458,047	461,450
	US Treasury NTS	\$500,000 principal amount, 2.750%, due 04/30/27	476,504	483,385
	US Treasury NTS	\$600,000 principal amount, 2.750%, due 05/31/29	562,621	560,982
	US Treasury NTS	\$500,000 principal amount, 2.875%, due 06/15/25	482,266	496,980
	US Treasury NTS	\$500,000 principal amount, 2.750%, due 05/15/32	458,555	443,415
	US Treasury NTS	\$500,000 principal amount, 4.000%, due 12/15/25	497,109	499,155
	US Treasury NTS	\$500,000 principal amount, 4.000%, due 02/28/30	493,496	490,745
	US Treasury NTS	\$500,000 principal amount, 3.625%, due 03/31/30	483,613	481,875
	US Treasury NTS	\$500,000 principal amount, 3.625%, due 03/31/28	487,578	489,710
	US Treasury NTS	\$500,000 principal amount, 3.875%, due 03/31/25	494,492	499,490

WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
E.I.N. 57-0830863 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost**	Current Value
	US Treasury NTS	\$2,000,000 principal amount, 3.875%, due 4/30/25	\$ 1,986,250	\$ 1,996,980
	US Treasury NTS	\$500,000 principal amount, 3.500%, due 04/30/28	485,098	487,390
	US Treasury NTS	\$2,100,000 principal amount, 3.625%, due 05/15/26	2,081,613	2,082,675
	US Treasury NTS	\$500,000 principal amount, 4.125% due 06/15/26	496,973	499,140
	US Treasury NTS	\$500,000 principal amount, 4.000% due 06/30/28	497,539	494,830
	US Treasury NTS	\$300,000 principal amount, 3.875% due 08/15/33	297,047	285,516
	US Treasury NTS	\$500,000 principal amount, 4.500% due 11/15/33	510,020	497,735
	US Treasury NTS	\$500,000 principal amount, 4.375%, due 11/30/28	511,504	500,205
	US Treasury NTS	\$500,000 principal amount, 4.375%, due 12/15/26	504,668	501,135
	US Treasury NTS	\$500,000 principal amount, 4.000%, due 01/31/31	492,949	487,825
	US Treasury NTS	\$500,000 principal amount, 4.000%, due 02/15/34	490,586	478,680
	US Treasury NTS	\$500,000 principal amount, 4.250%, due 02/28/31	500,391	494,325
	US Treasury NTS	\$500,000 principal amount, 4.250%, due 02/28/29	500,605	497,665
	US Treasury NTS	\$500,000 principal amount, 4.250%, due 03/15/27	498,105	499,870
	US Treasury NTS	\$500,000 principal amount, 4.500%, due 03/31/26	499,141	501,360
	US Treasury NTS	\$250,000 principal amount, 4.250%, due 06/30/31	252,051	246,858
	US Treasury NTS	\$500,000 principal amount, 4.125%, due 07/31/31	506,719	490,040
	US Treasury NTS	\$2,000,000 principal amount, 1.625%, due 05/15/26	2,012,734	1,930,380
	US Treasury NTS	\$500,000 principal amount, 2.50%, due 02/28/26	480,625	490,185
		Total U.S. Government Securities	18,947,109	18,831,111
		Common Stock		
	Abbott Labs	1,100 shares of common stock	122,929	124,421
	Abbvie Inc	1,350 shares of common stock	209,222	239,895
	Adobe Sys Inc	385 shares of common stock	229,702	171,202
	Alphabet Inc	2,180 shares of common stock class A	106,330	412,674
	Amazon.com Inc	1,940 shares of common stock	115,926	425,617
	American Elec Pwr Inc	1,000 shares of common stock	81,119	92,230
	American Tower Corp	250 shares of common stock	64,258	45,853
	Apple Inc	3,356 shares of common stock	127,851	840,410
	Applied Matls Inc	1,202 shares of common stock	72,706	195,481
	Berkshire Hathaway Inc Del	475 shares of common stock class B	169,800	215,308
	BlackRock, Inc	263 shares of common stock	140,242	269,604
	Booking Hldgs Inc	30 shares of common stock	106,621	149,053
	Broadcom Inc	1,400 shares of common stock	157,200	324,576
	Chevron Corporation	783 shares of common stock	85,808	113,410
	Cisco Systems Inc	2,732 shares of common stock	149,265	161,734
	Coca Cola Co	2,254 shares of common stock	129,921	140,334
	Comcast Corp	1,845 shares of common stock class A	78,117	69,243
	CVS Health Corporation	1,383 shares of common stock	148,845	62,083
	Disney Walt Co	935 shares of common stock	100,524	104,112
	Eaton Corp PLC SHS	700 shares of common stock	168,987	232,309
	Exxon Mobil Corp	1,000 shares of common stock	101,080	107,570
	Home Depot Inc	429 shares of common stock	66,169	166,877
	Honeywell INTL Inc	1,700 shares of common stock	341,154	384,013
	Illinois Tool WKS Inc	951 shares of common stock	235,387	241,136
	Johnson & Johnson	553 shares of common stock	44,899	79,975
	JPMorgan Chase & Co	898 shares of common stock	85,377	215,260

WAREHOUSE SERVICES, INC. PROFIT SHARING PLAN
E.I.N. 57-0830863 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost**	Current Value
	Lilly (Eli) & Co	390 shares of common stock	\$ 305,542	\$ 301,080
	Linde PLC Com	250 shares of common stock	102,950	104,668
	Lockheed Martin Corp	350 shares of common stock	157,620	170,079
	Mastercard Inc	443 shares of common stock	57,061	233,271
	Marathon Petroleum Corp	350 shares of common stock	51,904	48,825
	McDonalds Corp	250 shares of common stock	49,562	72,473
	Meta Platforms Inc	400 shares of common stock class A	144,026	234,204
	Microsoft Corp	1,561 shares of common stock	157,569	657,962
	Morgan Stanley	1,191 shares of common stock	60,765	149,733
	Nextera Energy Inc	1,264 shares of common stock	12,982	90,616
	Nike Inc	787 shares of common stock	104,710	59,552
	NVIDIA Corp	7,320 shares of common stock	49,005	983,003
	O Reilly Automotive Inc	180 shares of common stock	123,698	213,444
	Pfizer Inc	3,300 shares of common stock	95,249	87,549
	Procter & Gamble Co	749 shares of common stock	64,595	125,570
	Prologis Inc	800 shares of common stock	107,232	84,560
	S&P Global Inc	215 shares of common stock	88,520	107,076
	Salesforce, Inc	309 shares of common stock	54,456	103,308
	Schlumberger LTD	1,100 shares of common stock	58,036	42,174
	Sherwin Williams Co	465 shares of common stock	48,350	158,067
	Tesla, Inc	495 shares of common stock	179,181	199,901
	Texas Instrs Inc	887 shares of common stock	105,021	166,321
	Thermo Fisher Scientific Inc	361 shares of common stock	77,121	187,803
	UnitedHealth Group Inc	450 shares of common stock	103,272	227,637
	United Parcel SVC Inc	600 shares of common stock	94,319	75,660
	Walmart Inc	1,725 shares of common stock	76,174	155,854
	Waste Mgmt Inc Del	683 shares of common stock	107,497	137,823
	Wells Fargo & Company	2,015 shares of common stock	103,147	141,532
	Zoetis Inc	509 shares of common stock	95,768	82,931
		Total Common Stock	6,274,771	10,987,056
*	Participant Loans	Interest rates of 4.25% to 9.50% and maturing until October 2039	-	800,606
		Total	\$ 50,146,427	\$ 114,792,912

* Indicates party-in-interest

** Cost omitted for participant-directed accounts



CLA (CliftonLarsonAllen LLP) is a network member of CLA Global. See CLAGlobal.com/disclaimer. Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Warehouse Services, Inc. Profit Sharing Plan

01-JAN-24 to 31-DEC-24

11-JAN-25 03:03:38

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
IRFTTX			634,683.00	665,692.54
IRFJTX			344,985.84	363,307.91
IRRCTX			1,502,740.39	1,587,759.28
IRFDTX			4,206,510.20	4,438,755.85
IRFETX			6,578,440.11	7,221,301.41
IRFFTX			6,698,517.54	7,487,875.37
IRFGTX			2,838,024.39	3,251,917.13
IRFHTX			2,757,323.57	3,165,970.38
IRFJTX			2,243,679.80	2,586,611.03
IRFKTX			1,725,288.63	1,966,537.57
IRFUTX			1,613,028.58	1,850,328.89
IRFVTX			1,256,560.65	1,404,847.29
IRWIGX			1,727,337.44	2,100,588.90
IODVIX			240,267.98	259,428.99
IVSMAX			2,178,778.78	2,903,912.95
IVIMAX			853,829.29	999,905.75
IRGWGX			81,875.60	79,999.56
IHNACX			3,760,832.06	4,965,289.48
IMEIKX			1,515,963.15	1,571,145.28
IVFIAX			2,617,410.49	3,600,971.65
IPTRQX			1,839,241.62	1,840,746.01
IVBIRX			448,754.81	441,483.70
ISTA018			1,229,953.28	1,299,020.53
IGOFXX			2,838,289.63	2,838,289.63
153UWSP			37,946,608.48	54,698,774.26
			89,678,925.31	113,590,461.34
PARTICIPANT LOANS				
		4.250-9.500	800,087.18	800,605.98
FORFEITURES				
			685,704.86	685,704.98

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 57-0830863

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
IRFTTX	American Funds 2010 Target Date Fund R6		American Funds 2015 Target Date Fund R6	
IRRCTX	American Funds 2020 Target Date Fund R6		American Funds 2025 Target Date Fund R6	
IRFETX	American Funds 2030 Target Date Fund R6		American Funds 2035 Target Date Fund R6	
IRFGTX	American Funds 2040 Target Date Fund R6		American Funds 2045 Target Date Fund R6	
IRFITX	American Funds 2050 Target Date Fund R6		American Funds 2055 Target Date Fund R6	
IRFUTX	American Funds 2060 Target Date Fund R6		American Funds 2065 Target Date Fund R6	
IRWIGX	American Funds Capital World G/I R6		Invesco Developing Markets R6	
IVSMAX	Vanguard Small Cap Index Fund - Admiral		Vanguard Mid Cap Index Adm	
IRGWGX	American Funds Growth Portfolio R-6		Harbor Capital Appreciation Retirement	
IMEIKX	MFS Value R6		Vanguard 500 Index Fund - Admiral	
IPTRQX	PGIM Total Return Bond R6		Vanguard Short-Term Bond Index Adm	
ISTA018	The Standard Stable Asset II		Federated Hermes Govt Obligations Fd Prm	
153UWSP	Warehouse Services Profit Sharing Fund			

LEGEND
INVESTMENT OPTION:
 IRFTTX American Funds 2010 Target Date Fund R6
 IRRCTX American Funds 2020 Target Date Fund R6
 IRFETX American Funds 2030 Target Date Fund R6
 IRFGTX American Funds 2040 Target Date Fund R6
 IRFITX American Funds 2050 Target Date Fund R6
 IRFUTX American Funds 2060 Target Date Fund R6
 IRWIGX American Funds Capital World G/I R6
 IVSMAX Vanguard Small Cap Index Fund - Admiral
 IRGWGX American Funds Growth Portfolio R-6
 IMEIKX MFS Value R6
 IPTRQX PGIM Total Return Bond R6
 ISTA018 The Standard Stable Asset II
 153UWSP Warehouse Services Profit Sharing Fund

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year
CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year