

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
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan RETIREMENT PLAN FOR EMPLOYEES OF AMES RUBBER CORPORATION
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 02/01/1965
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) AMES RUBBER CORPORATION 19 AMES BOULEVARD HAMBURG, NJ 07419
2b	Employer Identification Number (EIN) 22-1466804
2c	Plan Sponsor's telephone number 973-827-9101
2d	Business code (see instructions) 326200

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2025	SARAH EVERS DYKE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ 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	5 307
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) 21 6a(2) 15 6b 178 6c 51 6d 244 6e 52 6f 296 6g(1) 6g(2) 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:
 1A 1I

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

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance 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. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 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	B Three-digit plan number (PN)	001
RETIREMENT PLAN FOR EMPLOYEES OF AMES RUBBER CORPORATION		
C Plan sponsor's name as shown on line 2a of Form 5500	D Employer Identification Number (EIN)	
AMES RUBBER CORPORATION	22-1466804	

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier

AETNA LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-6033492	60054	GA-4796	2	01/01/2024	12/31/2024

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b Premiums paid to carrier

c Premiums due but unpaid at the end of the year

d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.
Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☐ other ▶

b Balance at the end of the previous year	7b	371636
c Additions: (1) Contributions deposited during the year	7c(1)	
	7c(2)	
	7c(3)	16570
	7c(4)	
	7c(5)	
(6) Total additions	7c(6)	16570
d Total of balance and additions (add lines 7b and 7c(6))	7d	388206
e Deductions:		
(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	3667
(2) Administration charge made by carrier	7e(2)	8166
(3) Transferred to separate account	7e(3)	
(4) Other (specify below)	7e(4)	5271
(5) Total deductions	7e(5)	17104
f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	371102

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
 b ☐ Dental
 c ☐ Vision
 d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
 f ☐ Long-term disability
 g ☐ Supplemental unemployment
 h ☐ Prescription drug
i ☐ Stop loss (large deductible)
 j ☐ HMO contract
 k ☐ PPO contract
 l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3))		9a(4)	
b Benefit charges (1) Claims paid	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2))		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount. Specify nature of costs.	10b	

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 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	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan RETIREMENT PLAN FOR EMPLOYEES OF AMES RUBBER CORPORATION	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF AMES RUBBER CORPORATION	D Employer Identification Number (EIN) 22-1466804
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☒ 101-500 ☐ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	11049517	
b	Actuarial value	2b	11049517	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	221	9308267	9308267
b	For terminated vested participants	65	2017295	2017295
c	For active participants	21	1299900	1299900
d	Total	307	12625462	12625462
4	If the plan is in at-risk status, check the box and complete lines (a) and (b). ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.07 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	203233	
c	Target normal cost	6c	203233	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Signature of actuary ABBY L. KENDIG Type or print name of actuary MILLIMAN, INC. Firm name 150 CLOVE ROAD 8TH FLOOR LITTLE FALLS, NJ 07424 Address of the firm	09/18/2025 Date 23-07706 Most recent enrollment number 973-278-8860 Telephone number (including area code)
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	144599
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	144599
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of <u>11.22</u> %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		54023
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.13</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		6061
c Total available at beginning of current plan year to add to prefunding balance		60084
d Portion of (c) to be added to prefunding balance		60084
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	60084

Part III Funding Percentages

14 Funding target attainment percentage	14	87.04 %
15 Adjusted funding target attainment percentage	15	87.04 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	80.00 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
03/07/2024	15600		06/14/2024	15600	
03/14/2024	15600		06/20/2024	15600	
03/21/2024	15600		06/27/2024	15600	
03/28/2024	15600		07/10/2024	15600	
04/04/2024	15600		07/11/2024	15600	
04/12/2024	15600		09/19/2024	15600	
Totals ▶			18(b)	606000	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	579316

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?..... ☒ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)		
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9 Amount remaining (line 7 minus line 8)		
10 Interest on line 9 using prior year's actual return of _____%		
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of _____%		
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c Total available at beginning of current plan year to add to prefunding balance		
d Portion of (c) to be added to prefunding balance		
12 Other reductions in balances due to elections or deemed elections		
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)		

Part III Funding Percentages

14 Funding target attainment percentage	14	%
15 Adjusted funding target attainment percentage	15	%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
09/30/2024	15600		11/07/2024	8400	
10/03/2024	15600		11/14/2024	8400	
10/10/2024	15600		11/21/2024	8400	
10/16/2024	15600		11/27/2024	8400	
10/23/2024	15600		12/05/2024	8400	
10/30/2024	8400		12/12/2024	8400	
Totals ▶			18(b)		18(c)

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year?	☐ Yes ☐ No		
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☐ Yes ☐ No		
c If line 20a is "Yes," see instructions and complete the following table as applicable:			
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)		
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9 Amount remaining (line 7 minus line 8)		
10 Interest on line 9 using prior year's actual return of _____%		
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of _____%		
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c Total available at beginning of current plan year to add to prefunding balance		
d Portion of (c) to be added to prefunding balance		
12 Other reductions in balances due to elections or deemed elections		
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)		

Part III Funding Percentages

14 Funding target attainment percentage	14	%
15 Adjusted funding target attainment percentage	15	%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
12/19/2024	8400		02/06/2025	7800	
12/27/2024	8400		02/13/2025	7800	
01/09/2025	7800		02/20/2025	7800	
01/16/2025	7800		02/27/2025	7800	
01/23/2025	7800		03/06/2025	7800	
01/30/2025	7800		03/14/2025	7800	
Totals ▶			18(b)		18(c)

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year?	☐ Yes ☐ No		
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☐ Yes ☐ No		
c If line 20a is "Yes," see instructions and complete the following table as applicable:			
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)		
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9 Amount remaining (line 7 minus line 8)		
10 Interest on line 9 using prior year's actual return of _____ %		
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of _____ %		
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c Total available at beginning of current plan year to add to prefunding balance		
d Portion of (c) to be added to prefunding balance		
12 Other reductions in balances due to elections or deemed elections		
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)		

Part III Funding Percentages

14 Funding target attainment percentage	14	%
15 Adjusted funding target attainment percentage	15	%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
03/21/2025	7800		05/01/2025	7800	
03/27/2025	7800		05/09/2025	7800	
04/03/2025	7800		05/15/2025	7800	
04/10/2025	7800		05/23/2025	7800	
04/17/2025	7800		05/29/2025	7800	
04/25/2025	7800		06/06/2025	7800	
Totals ►			18(b)		18(c)

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☐ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)		
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9 Amount remaining (line 7 minus line 8)		
10 Interest on line 9 using prior year's actual return of _____%		
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of _____%		
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c Total available at beginning of current plan year to add to prefunding balance		
d Portion of (c) to be added to prefunding balance		
12 Other reductions in balances due to elections or deemed elections		
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)		

Part III Funding Percentages

14 Funding target attainment percentage	14	%
15 Adjusted funding target attainment percentage	15	%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
06/12/2025	7800		07/24/2025	7800	
06/18/2025	7800		08/01/2025	7800	
06/26/2025	7800		08/07/2025	7800	
07/02/2025	7800		08/15/2025	7800	
07/10/2025	7800		08/21/2025	7800	
07/17/2025	7800		08/28/2025	7800	
Totals ▶			18(b)		18(c)

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year?	☐ Yes ☐ No		
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☐ Yes ☐ No		
c If line 20a is "Yes," see instructions and complete the following table as applicable:			
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
---------------	--

21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59 % ☐ N/A, full yield curve used
b Applicable month (enter code)			21b 0
22 Weighted average retirement age			22 65
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI	Miscellaneous Items
----------------	----------------------------

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes ☒ No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	☐ Yes ☒ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years
-----------------	--

28 Unpaid minimum required contributions for all prior years	28	
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII	Minimum Required Contribution For Current Year
------------------	---

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	203233	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	1636029	160918	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	364151	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	60084	60084
36 Additional cash requirement (line 34 minus line 35)	36	304067	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	579316	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	275249	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	60084	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)
----------------	---

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
--

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection.

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

A Name of plan RETIREMENT PLAN FOR EMPLOYEES OF AMES RUBBER CORPORATION	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 AMES RUBBER CORPORATION	D Employer Identification Number (EIN) 22-1466804

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

(b)

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

(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

(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)

COMERICA BANK

42-1741646

(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?
21 28 51	NONE	101358	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

AETNA LIFE INSURANCE COMPANY

06-6033492

(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?
13 28 51 64	NONE	8166	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(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 H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection

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

A Name of plan RETIREMENT PLAN FOR EMPLOYEES OF AMES RUBBER CORPORATION	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 AMES RUBBER CORPORATION	D Employer Identification Number (EIN) 22-1466804

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	424821	410434
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	405600	265200
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	32161	32929
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	748261	528948
(2) U.S. Government securities	1c(2)	2235590	2742369
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	906483	959265
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	439479	433731
(B) Common	1c(4)(B)	4391162	4235101
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	1098515	1268029
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	371636	371102
(15) Other.....	1c(15)	3015	3621

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	11056723	11250729
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	11056723	11250729

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)	606000	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		606000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	183891	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	-4418	
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		179473
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock	2b(2)(B)	199197	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C)	2b(2)(D)		199197
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	502475	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-17685	
(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)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		3768
d Total income. Add all income amounts in column (b) and enter total	2d		1473228

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1055784	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1055784
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	8166	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	105121	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	110151	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		223438
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1279222

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		194006
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: **COHNREZNICK LLP**

(2) EIN: **33-4144829**

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.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		2000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
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 555150.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan RETIREMENT PLAN FOR EMPLOYEES OF AMES RUBBER CORPORATION		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 AMES RUBBER CORPORATION		D Employer Identification Number (EIN) 22-1466804
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 42-1741646 06-6033492		
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 1
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		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2024 v. 240311		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

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

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

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

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

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

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

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

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation.....

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

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

**Retirement Plan for Employees of
Ames Rubber Corporation**

**Financial Statements
(With Supplementary Information)
and Independent Auditor's Report**

December 31, 2024 and 2023

Retirement Plan for Employees of Ames Rubber Corporation

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Independent Auditor's Report

To the Board of Trustees
Retirement Plan for Employees of Ames Rubber Corporation

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

We have performed audits of the financial statements of Retirement Plan for Employees of Ames Rubber Corporation (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C)"). 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 statement of accumulated plan benefits as of December 31, 2023, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements.

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

Management has obtained certifications from qualified institutions as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 9 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 *Auditor's Responsibilities for the Audit of the Financial Statements* section:

- The amounts and disclosures in the accompanying financial statements, 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 accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 significant 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.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter

Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) and Schedule of Reportable Transactions (Schedule H, Line 4j) as of or for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

CohnReznick LLP

Parsippany, New Jersey
October 10, 2025

Retirement Plan for Employees of Ames Rubber Corporation

**Statements of Net Assets Available for Benefits
December 31, 2024 and 2023**

	<u>2024</u>	<u>2023</u>
Assets		
Investments, at fair value	\$ 10,542,166	\$ 10,194,141
Cash, noninterest-bearing	<u>410,434</u>	<u>424,821</u>
Total assets	<u>10,952,600</u>	<u>10,618,962</u>
Receivables		
Employer contributions	265,200	405,600
Income receivable	<u>32,929</u>	<u>32,161</u>
Total receivables	<u>298,129</u>	<u>437,761</u>
Net assets available for benefits	<u><u>\$ 11,250,729</u></u>	<u><u>\$ 11,056,723</u></u>

See Notes to Financial Statements.

Retirement Plan for Employees of Ames Rubber Corporation

Statements of Changes in Net Assets Available for Benefits Years Ended December 31, 2024 and 2023

	2024	2023
Investment income		
Net appreciation in fair value of investments	\$ 483,287	\$ 875,963
Interest and dividends	383,941	352,170
	<u>867,228</u>	<u>1,228,133</u>
Total investment income		
Employer contributions	606,000	405,600
	<u>606,000</u>	<u>405,600</u>
Benefits paid to participants	(1,055,784)	(1,155,949)
Administrative expenses	(223,438)	(286,985)
	<u>(1,279,222)</u>	<u>(1,442,934)</u>
Increase in net assets	194,006	190,799
Net assets available for benefits		
Beginning	11,056,723	10,865,924
	<u>11,056,723</u>	<u>10,865,924</u>
End	\$ 11,250,729	\$ 11,056,723
	<u>\$ 11,250,729</u>	<u>\$ 11,056,723</u>

See Notes to Financial Statements.

Retirement Plan for Employees of Ames Rubber Corporation

**Statement of Accumulated Plan Benefits
December 31, 2023**

Actuarial present value of accumulated plan benefits	
Vested benefits	
Participants currently receiving benefits	\$ 8,368,253
Other participants	<u>2,839,943</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 11,208,196</u>

See Notes to Financial Statements.

Retirement Plan for Employees of Ames Rubber Corporation

**Statement of Changes in Accumulated Plan Benefits
Year Ended December 31, 2023**

Actuarial present value of accumulated plan benefits, beginning	<u>\$ 11,703,683</u>
Increase (decrease) due to	
Actuarial gain	(101,805)
Increase for interest due to the decrease in the discount period	762,267
Benefit payments	<u>(1,155,949)</u>
Net decrease	<u>(495,487)</u>
Actuarial present value of accumulated plan benefits, end	<u><u>\$ 11,208,196</u></u>

See Notes to Financial Statements.

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2024 and 2023

Note 1 - Description of Plan

The following description of Retirement Plan for Employees of Ames Rubber Corporation (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a noncontributory, defined benefit plan for all eligible employees of Ames Rubber Corporation (the "Company"). It is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan's trustees are responsible for oversight of the Plan. The trustees determine the appropriateness of the Plan's investment offerings and monitor investment performance.

Pension benefits

The Plan covers all employees of the Company who have attained age 21 and have completed at least one year of service and were hired prior to March 1, 2005. Participants become vested when they have completed five years of service. The normal retirement date under the Plan is the first day of the month coinciding with or next following the date of the participant's 65th birthday. The Plan permits early retirement with reduced retirement benefits at or after age 55 upon completion of 10 years of service. Benefits are payable as of the first day of the month following the participant's retirement date. The amount of the annual benefit payable to fully vested participants on their normal retirement date is equal to 0.5% of the participant's final five-year average pay up to the covered compensation level, plus 1% of such final average pay in excess of the covered compensation level, multiplied by years of service to the normal retirement date. As of December 31, 2006, the Plan benefits were frozen.

Death and disability benefits

If an active employee dies and is vested, a death benefit will be paid to the surviving spouse for his or her life. The surviving spouse may elect to defer payments to a later date, but no later than the participant's normal retirement date. The amount of the benefit will be 50% of the accrued pension earned at the date of death and adjusted to the date the pension is payable.

If a retired member dies, a 100% survivor annuity will be paid to the surviving spouse or beneficiary if there is no surviving spouse.

If an employee becomes disabled, the employee will receive the benefit accrued to date, reduced by early retirement reduction factors.

Note 2 - Significant accounting policies

Basis of accounting

The accompanying financial statements are prepared under the accrual basis of accounting.

Use of estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America ("GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, disclosures of contingent assets and liabilities and the actuarial present value of accumulated plan benefits at the date of the financial statements and the changes therein. Actual results could differ from those estimates.

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2024 and 2023

Investment valuation and income recognition

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. The Plan's trustees determine the Plan's valuation policies utilizing information provided by its investment advisors, custodians and insurance company. See Note 4 for a 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.

Funding policy

Contributions from the Company are accrued based upon amounts determined by the Board of Directors, which range from the minimum required to the maximum allowable to be funded under provisions of the Internal Revenue Code (the "Code"). The Company has met the minimum funding requirements of ERISA for the years ended December 31, 2024 and 2023.

Actuarial present value of accumulated plan benefits

Accumulated plan benefits are independent to employee service rendered to the valuation date and include all future periodic payments and lump-sum distributions expected to be paid to all present, retired and terminated employees who were covered by the Plan. The actuarial present value of these benefits has been determined by an independent actuary by applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money and probability of payment by means of decrements such as for death, disability, withdrawal, or retirement between the valuation date and the expected date of payment.

The significant actuarial assumptions used for the December 31, 2023 valuation were as follows:

Assumed retirement age	65
Assumed rate of return	6.75%

Participant life expectancies are based on the following:

Male	PRI-2012 Employee/Retiree sex-distinct, with the contingent survivor table for current beneficiaries, adjusted with improvement scale MP-2021
Female	PRI-2012 Employee/Retiree sex-distinct, with the contingent survivor table for current beneficiaries, adjusted with improvement scale MP-2021

The change in the accumulated plan benefits for the Plan year ended December 31, 2023 reflects changes in actuarial assumptions primarily relating to the decrease in anticipated salary increases and decreases in the number of projected participants eligible to receive benefits.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Should the Plan terminate, different actuarial assumptions and other factors might be applicable in the determination of the actuarial present value of accumulated plan benefits. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2024. Had the valuation been performed as of December 31, there would be no material difference.

Payment of benefits

Benefit payments to participants are recorded upon distribution.

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2024 and 2023

Subsequent events

The Plan has evaluated subsequent events through October 10, 2025, which is the date the financial statements were available to be issued.

Note 3 - Plan termination

Although it has not expressed any intention to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

In the event of Plan termination, the Plan provides for the distribution of the net assets of the trust fund to participants and beneficiaries of the Plan as provided under ERISA, generally to provide the following benefits in the order indicated:

- a. Participants' accounts prior to February 1, 1976 from the Pension Plan of Ames Rubber Corporation, if any.
- b. Continuation of annuity benefits which former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire prior to that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.
- c. Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC").
- d. All other vested benefits.
- e. All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits and certain disability and survivor's benefits. The PBGC does not guarantee all benefits under the Plan and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees. For Plan terminations occurring during 2024 and 2023, that ceiling is \$7,108 and \$6,750, respectively. That ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or Plan termination (whichever comes later). For young annuitants or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations, and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2024 and 2023

Note 4 - Fair value measurements

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

- Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2: Inputs to the valuation methodology include:
 - 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; and
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

The asset 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 observable inputs and minimize the use of unobservable inputs.

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

Common stocks and preferred stocks: Valued at the closing price reported on the active market on which the individual securities are traded.

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.

Other: publicly traded partnerships with interest traded on an established securities market or readily tradable on a secondary market.

Money market fund, interest-bearing cash account: Valued at fair value by discounting the related cash flows based on current yield of similar instruments with comparable duration considering the creditworthiness of the issuer.

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2024 and 2023

U.S. Government securities: Valued using a model that incorporates market observable data such as reported sales of similar securities, broker quotes, yields, bids, offers and reference data. Certain securities are valued principally using dealer quotations.

Corporate bonds: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, those corporate bonds are valued under a discounted cash flow approach that maximizes observable inputs, such as current yields or similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

Guaranteed investment contract: Valued by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the creditworthiness of the issuer (see Note 5).

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023.

	2024			
	Level 1	Level 2	Level 3	Total
Common stocks	\$ 4,235,101	\$ -	\$ -	\$ 4,235,101
Mutual funds	1,268,029	-	-	1,268,029
Other	3,621	-	-	3,621
Interest-bearing cash accounts	-	528,948	-	528,948
Preferred stocks	433,731	-	-	433,731
U.S. Government securities	-	2,742,369	-	2,742,369
Corporate bonds	-	959,265	-	959,265
Guaranteed investment contract	-	-	371,102	371,102
Total investments, at fair value	5,940,482	4,230,582	371,102	10,542,166
Total investments	\$ 5,940,482	\$ 4,230,582	\$ 371,102	\$ 10,542,166

	2023			
	Level 1	Level 2	Level 3	Total
Common stocks	\$ 4,391,162	\$ -	\$ -	\$ 4,391,162
Mutual funds	1,098,515	-	-	1,098,515
Other	3,015	-	-	3,015
Interest-bearing cash accounts	-	748,261	-	748,261
Preferred stocks	439,479	-	-	439,479
U.S. Government securities	-	2,235,590	-	2,235,590
Corporate bonds	-	906,483	-	906,483
Guaranteed investment contract	-	-	371,636	371,636
Total investments, at fair value	5,932,171	3,890,334	371,636	10,194,141
Total investments	\$ 5,932,171	\$ 3,890,334	\$ 371,636	\$ 10,194,141

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2024 and 2023

For years ended December 31, 2024 and 2023, there were no significant transfers between Levels 1 and 2 and no transfers in or out of Level 3.

	2024 Guaranteed investment contract	2023 Guaranteed investment contract
Balance, beginning	\$ 371,636	\$ 373,839
Interest	16,570	16,293
Unrealized loss	(5,271)	(6,953)
Distributions	(3,667)	(3,667)
Administrative fees	(8,166)	(7,876)
Balance, end	<u>\$ 371,102</u>	<u>\$ 371,636</u>

The amount of total gains or losses for the period included in changes in net assets attributable to the net appreciation in fair value of investments held at the reporting date

<u>\$ (5,271)</u>	<u>\$ (6,953)</u>
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Gains and losses (realized and unrealized) included in changes in net assets for the periods above are reported in net appreciation in fair value of investments in the statements of changes in net assets available for benefits.

Quantitative information about significant unobservable inputs used in Level 3 fair value measurements

The following tables represent the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments as of December 31, 2024 and 2023 and the significant unobservable inputs and the ranges of values for those inputs:

Instrument	2024				
	Fair value December 31, 2024	Principal valuation technique	Range of significant unobservable inputs	Significant input values	Weighted average
Guaranteed investment contract	<u>\$ 371,102</u>	Discounted cash flows	Discount rate cash flow duration (years)	5.34% 7.5	5.34% 7.5

Instrument	2023				
	Fair value December 31, 2023	Principal valuation technique	Range of significant unobservable inputs	Significant input values	Weighted average
Guaranteed investment contract	<u>\$ 371,636</u>	Discounted cash flows	Discount rate cash flow duration (years)	5.13% 7.5	5.13% 7.5

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2024 and 2023

Note 5 - Investment contract with insurance company

The Plan holds an investment contract with Aetna Life Insurance Company ("Aetna"). Aetna maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The average yield and credit of interest rates were approximately 5.34% and 5.13% for 2024 and 2023, respectively. The crediting interest rate is based on a formula agreed upon with the issuer. Such rates are reviewed on a quarterly basis for resetting.

Note 6 - Administrative expenses

Certain expenses incurred in connection with the administration of the Plan were paid by the Company.

Note 7 - Related party and party-in-interest transactions

Certain Plan investments are managed by the trustees of the Plan and, therefore, these transactions qualify as party-in-interest transactions.

Note 8 - Tax status

The Plan received a favorable determination letter from the Internal Revenue Service (the "IRS") on December 28, 2015, which indicates that the Plan qualifies under the provisions of Section 401(a) of the Code and that the trust is exempt from federal income taxes under the provisions of Section 501(a) of the Code, as amended. The Company believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the Code.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) 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 - Certification by trustees

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Investments held at December 31, 2024 and 2023, and investment income for the years then ended that are disclosed in the accompanying financial statements and supplemental schedules were obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by Comerica Bank and Trust, N.A. and Aetna Life Insurance Company, the trustees of the Plan.

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2024 and 2023

Note 10 - 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 investment securities will occur in the near-term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near-term would be material to the financial statements.

Supplementary Information

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	3I GROUP PLC ADR	Common stock	\$ 5,287	\$ 5,959
	ABB LTD SPON ADR	Common stock	7,623	14,403
	ADIDAS AG SPONSORED ADR A	Common stock	8,831	9,808
	ADOBE SYS INC F	Common stock	16,544	13,340
	ADVANCED MICRO DEVICES INC	Common stock	19,334	13,166
	AGREE REALTY CORP	Common stock	7,710	8,313
	AIA GROUP LTD	Common stock	11,740	8,088
	AIR LIQUIDE ADR	Common stock	12,223	13,812
	AIR PRODUCTS & CHEMICAL INC	Common stock	66,962	80,341
	ALLIANT ENERGY CORP	Common stock	5,572	6,032
	ALPHABET INC CL A K	Common stock	23,536	40,321
	AMAZON COM INC	Common stock	36,439	65,377
	AMDOCS LTD G	Common stock	7,302	8,429
	AMERICAN FINL GROUP INC OH	Common stock	6,803	7,805
	AMGEN INC	Common stock	53,857	59,687
	AMPHENOL CORP CL A	Common stock	15,679	20,210
	ANALOG DEVICES INC	Common stock	11,378	18,059
	AON PLC SHS CL A GH	Common stock	12,056	17,958
	APPLE INC	Common stock	27,052	85,143
	APPLE INC	Common stock	46,743	61,603
	ASICS CORP ADR N	Common stock	1,470	6,649
	ASM INTL N V SHS N	Common stock	2,496	4,050
	ASML HOLDING N V N	Common stock	14,091	13,169
	ASTRAZENECA PLC SPON ADR	Common stock	9,936	8,256
	ATMOS ENERGY CORP	Common stock	5,010	6,267
	AVERY DENNISON CORP	Common stock	7,823	8,795
	AVIENT CORPORATION V	Common stock	4,016	4,004
	AVNET INC	Common stock	4,904	6,069
	BANKINTER S A ADR SPONSORED ADR	Common stock	5,469	5,182
	BOEING CO	Common stock	17,456	15,399
	BOOZ ALLEN HAMILTON HLDG CORP	Common stock	7,741	11,454
	BROADCOM INC F	Common stock	29,740	48,223
	BROADRIDGE FINL SOLUTIONS INC T	Common stock	8,140	13,791
	CAPGEMINI S E ADR R	Common stock	12,072	10,153
	CHIPOTLE MEXICAN GRILL INC CL A	Common stock	18,537	20,984
	CHUBB LTD HJ	Common stock	5,531	6,908
	CME GROUP INC Q	Common stock	69,895	77,333
	CMS ENERGY CORP	Common stock	3,535	3,866
	COCA COLA CO	Common stock	63,560	70,229
	COMPAGNIE FINANCIERE RICHEMONT A ADR	Common stock	9,994	11,032
	COMPASS GROUP PLC ADR X	Common stock	7,856	12,869
	CONAGRA FOODS INC	Common stock	4,199	3,219
	CONTINENTAL AG ADR	Common stock	14,226	8,692
	CRH PLC ORD G	Common stock	3,479	3,978
	CRODA INTERNATIONAL PLC ADR	Common stock	6,717	5,511
	CROWDSTRIKE HOLDINGS INC -A C	Common stock	16,870	16,424
	DBS GROUP HLDGS LTD SPONSORED ADR Y	Common stock	4,033	7,307
	DEERE & CO	Common stock	16,876	19,914
	DIAMONDBACK ENERGY INC X	Common stock	18,391	17,038
	DIPLOMA PLC ADR X	Common stock	8,791	10,432
	DISCO CORP UNSPONSORED ADR D	Common stock	3,145	3,235
	DSV AS ADR A	Common stock	4,052	4,034
	DT MIDSTREAM INC COMMON STOCK M	Common stock	5,298	5,369
	ECOLAB INC	Common stock	52,227	71,936
	EPIROC AB ADR L	Common stock	7,921	7,318
	EQUITY LIFESTYLE PROPERTIES R	Common stock	3,304	3,330
	EVERCORE PARTNERS INC A	Common stock	3,437	11,642
	EXPERIAN GROUP LTD ADR C	Common stock	8,689	9,578
	EXXON MOBIL CORPORATION G	Common stock	34,091	67,231
	FACEBOOK INC M	Common stock	18,921	22,835
	FANUC LTD ADR	Common stock	8,222	7,744
	FIRST FINL BANCORP	Common stock	2,317	2,634

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	FISERV INC	Common stock	16,642	22,802
	GENERAC HLDGS INC	Common stock	13,073	18,296
	GENERAL DYNAMICS CORP	Common stock	44,662	63,764
	GILDAN ACTIVEWEAR INC CL A SUB	Common stock	8,163	8,093
	GILDAN ACTIVEWEAR INC CL A SUB	Common stock	8,070	9,928
	GLOBAL MARKETS INC M	Common stock	4,313	4,690
	HALMA PLC UNSPONSORD ADS ADR C	Common stock	6,237	7,746
	HARTFORD FINL SVCS GROUP INC	Common stock	8,630	11,815
	HERSHEY CO COMMON STOCK	Common stock	77,752	65,030
	HEXAGON AB UNSP ADR	Common stock	2,977	2,858
	HILTON WORLDWIDE HLDGS INC A	Common stock	17,457	21,256
	HOME BANCSHARES INC	Common stock	4,020	5,547
	HOME DEPOT INC	Common stock	50,654	80,910
	HOME DEPOT INC	Common stock	18,680	19,450
	HONEYWELL INTERNATIONAL INC	Common stock	81,319	84,935
	HOYA CORP SPONSORED ADR	Common stock	7,429	8,952
	HUBBELL INC	Common stock	5,464	13,404
	ICON PLC GA	Common stock	7,084	6,291
	IMCD NV ADR W	Common stock	8,338	8,247
	ING GROEP NV ADR	Common stock	7,539	9,151
	INSPERITY INC Q	Common stock	2,787	2,015
	INTERPARFUMS INC	Common stock	6,666	9,600
	INTUIT INC	Common stock	16,472	15,713
	JAMES HARDIE INDS SPONS ADR M	Common stock	6,687	5,238
	JPMORGAN CHASE & CO H	Common stock	41,089	85,097
	KAO CORP-SPONSORED ADR	Common stock	4,013	4,032
	KBC GROUP NV ADR F	Common stock	8,037	9,262
	LANCASTER COLONY CORP	Common stock	5,112	5,714
	LONDON STK EXCHANGE GROUP ADR N	Common stock	6,728	9,045
	MCDONALDS CORP	Common stock	59,513	76,531
	MEDTRONIC PLC GL	Common stock	110,300	75,886
	MERCK & CO INC Y	Common stock	69,899	53,719
	MERITAGE HOMES CORP A	Common stock	2,549	2,461
	MICROSOFT CORP	Common stock	29,777	74,184
	MICROSOFT CORP	Common stock	32,809	53,531
	MITSUMI FUDOSAN CO LTD ADR M	Common stock	8,347	7,176
	MIZUHO FINANCIAL GROUP INC SPONSORED ADR Y	Common stock	11,630	13,663
	MORGAN STANLEY	Common stock	71,212	91,524
	MTU AERO ENGINES HLDGS AG ADR G	Common stock	8,110	11,503
	NETAPP INC D	Common stock	2,760	5,688
	NEXTERA ENERGY INC F	Common stock	61,804	68,822
	NIKE INC CL B	Common stock	21,955	15,891
	NIPPON SANSO HLDGS CORP UNSPONSORED ADR N	Common stock	9,022	8,276
	NISOURCE INC P	Common stock	8,049	11,285
	NITORI HOLDINGS CO LTD ADR L	Common stock	9,212	7,588
	NOMURA RESH INST LTD ADR C	Common stock	6,449	6,789
	NORDEA BANK ABP ADR R	Common stock	4,374	4,034
	NORTHROP GRUMMAN CORP	Common stock	17,394	17,833
	NOVO NORDISK A S ADR	Common stock	17,532	16,344
	NVIDIA CORP G	Common stock	32,759	40,421
	OWL ROCK CORE INCOME CORPORATION COM CL I V	Common stock	500,000	514,039
	PACKAGING CORP OF AMERICA	Common stock	8,653	12,832
	PALO ALTO NETWORKS INC	Common stock	17,831	20,743
	PAYPAL HLDGS INC Y	Common stock	16,478	23,386
	PENSKO AUTOMOTIVE GROUP INC W	Common stock	1,673	3,049
	PERRIGO CO PLC G	Common stock	11,955	8,870
	PROCTER & GAMBLE CO	Common stock	73,679	79,298
	PUMA SE UNSPONSORD ADR A	Common stock	4,426	4,272
	QUEST DIAGNOSTICS INC L	Common stock	7,372	9,806
	RECRUIT HOLDINGS CO LTD ADR J	Common stock	2,668	5,928
	RELX PLC ADR	Common stock	13,654	22,029
	RENASAS ELECTRONICS CORP B	Common stock	4,014	3,731
	RPM INTERNATIONAL INC	Common stock	3,686	5,907
	RYANAIR HLDGS PLC SPON ADR	Common stock	7,634	8,762

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	SALESFORCE INC L	Common stock	24,542	44,132
	SAMPO OYJ ADR J	Common stock	8,948	8,054
	SAP AG SPONSORED ADR	Common stock	4,678	8,617
	SERVICENOW INC P	Common stock	16,315	47,705
	SHIN ETSU CHEM CO LTD ADR	Common stock	8,069	6,824
	SIEMENS AG ADR	Common stock	10,737	11,032
	SNAP ON INC	Common stock	8,726	13,240
	SOUTHERN CO SR C FL NT	Common stock	69,079	73,018
	STARBUCKS CORP	Common stock	21,830	21,353
	SUN CMNTYS INC	Common stock	19,217	18,077
	SUNCOR ENERGY INC NEW	Common stock	7,037	8,171
	SUZUKI MTR CORP UNS ADR X	Common stock	6,296	6,378
	SYMRISE AG ADR N	Common stock	7,719	6,723
	TARGA RES CORP G	Common stock	7,462	15,530
	TECHTRONIC INDS LTD SPON ADR R	Common stock	8,058	8,181
	TERRENO RLTY CORP M	Common stock	5,717	5,441
	TEXAS INSTRS INC	Common stock	50,853	71,629
	TEXAS ROADHOUSE INC CLASS A	Common stock	5,601	7,037
	THALES ADR	Common stock	7,838	8,557
	THE TRADE DESK INC CLASS A J	Common stock	17,332	24,211
	T-MOBILE US INC	Common stock	66,967	88,733
	TOKYO ELECTRON LTD ADR	Common stock	9,557	7,848
	TRACTOR SUPPLY CO	Common stock	1,530	1,592
	TRUIST FINANCIAL CORP COM Q	Common stock	84,017	73,269
	US PHYSICAL THERAPY INC L	Common stock	4,081	4,081
	UBER TECHNOLOGIES INC T	Common stock	22,082	17,071
	UNILEVER PLC-SPONSORED ADR	Common stock	20,363	21,036
	UNITEDHEALTH GROUP INC P	Common stock	9,879	16,188
	UNIVERSAL MUSIC GROUP N.V ADR B	Common stock	7,136	8,051
	VAIL RESORTS INC Q	Common stock	18,758	15,371
	VAT GROUP AG UNSPONSORED ADS F	Common stock	3,496	2,610
	VERITAS (BUREAU) P	Common stock	9,663	9,661
	VERTEX PHARMACEUTICALS INC F	Common stock	16,020	14,900
	VICTORY CAPITAL HOLDINGS, INC. -A B	Common stock	9,094	17,281
	VISA INC CL A C	Common stock	47,711	83,435
	VISA INC CL A C	Common stock	14,050	21,491
	WAL-MART STORES INC	Common stock	66,866	99,927
	WALT DISNEY CO	Common stock	20,672	21,157
	WATSCO INC	Common stock	5,458	11,373
	WORKDAY INC H	Common stock	19,632	17,030
	XYLEM INC M	Common stock	17,256	16,011
	ZOETIS INC V	Common stock	20,034	16,456
	Total common stocks		3,532,798	4,235,101
	INVESCO EXCHANGE-TRADED FD TR II NASDAQ 100	Mutual fund	141,331	165,203
	ISHARES CORE MSCI EAFE ETF	Mutual fund	91,537	97,338
	ISHARES TR TR-S&P 500 INDEX	Mutual fund	324,301	503,910
	PRINCIPAL FDS INC CALI MUN INSTL CAPITAL SEC-S	Mutual fund	375,099	339,760
	VANGUARD RUSSELL 3000	Mutual fund	102,757	161,818
	Total mutual funds		1,035,025	1,268,029
	PLAINS GP HLDGS L P LTD PARTNER	Other	2,981	3,621
	Total other		2,981	3,621
	RBC CASH PLUS	Interest-bearing account	528,948	528,948
	Total interest-bearing accounts		528,948	528,948

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	AFFILIATED MANAGERS GROUP INC 1.188	Preferred stock	3,881	3,109
	AFFILIATED MANAGERS GROUP INC 1.469	Preferred stock	3,633	2,975
	ALLSTATE CORP	Preferred stock	3,655	2,983
	ALLSTATE CORP DP SHS PFD H	Preferred stock	11,992	10,502
	AMERICAN FINL GROUP INC OH 1.469	Preferred stock	2,024	1,688
	ARCH CAP GROUP LTD	Preferred stock	14,561	13,067
	ARCH CAP GROUP LTD PFD SHS	Preferred stock	7,735	6,278
	AT&T INC	Preferred stock	3,462	3,173
	AT&T INC	Preferred stock	7,538	7,186
	AT&T INC 5 DEP RP PFD A	Preferred stock	3,710	2,988
	BANK OF AMERICA CORP	Preferred stock	8,997	8,407
	BANK OF AMERICA CORP	Preferred stock	8,977	8,273
	BANK OF AMERICA CORP	Preferred stock	6,898	6,482
	BANK OF AMERICA CORP 5.875%	Preferred stock	3,042	2,845
	BANK OF AMERICA CORPORATION 5.375 DP PFD KK	Preferred stock	6,729	6,076
	BERKLEY SUBORDINATED DEBENTURES	Preferred stock	6,947	5,971
	CAPITAL ONE FINL CORP GLBL FLT	Preferred stock	2,009	2,014
	CAPITAL ONE FINL CORP GLBL FLT	Preferred stock	13,959	10,917
	CITIZENS FINL GROUP INC DEP SHS SER H 7.375	Preferred stock	5,682	5,902
	CITIZENS FINL GROUP INC DP RP PFD E	Preferred stock	9,585	7,871
	CMS ENERGY CORP	Preferred stock	2,270	1,664
	CMS ENERGY CORP 1.406	Preferred stock	3,818	3,525
	COREBRIDGE FINL INC CAL	Preferred stock	4,472	4,461
	CULLEN FROST	Preferred stock	1,882	1,271
	DIGITAL REALTY TRUST INC 5.200% SERIES L	Preferred stock	4,986	4,666
	DIGITAL REALTY TRUST INC CUM REDEEMABLE PFD SER J	Preferred stock	3,697	3,165
	DTE ENERGY CO	Preferred stock	4,022	2,953
	DTE ENERGY CO	Preferred stock	3,413	2,854
	EQUITABLE HLDGS INC	Preferred stock	3,949	3,233
	EQUITABLE HLDGS INC	Preferred stock	3,807	2,716
	FIFTH THIRD BANCORP 4.95% NON-CUMULATIVE PERPETUAL	Preferred stock	8,653	7,759
	FIFTH THIRD BANCORP PFD OWNERSHIP INT PERP PFD SER I	Preferred stock	8,570	7,621
	FIRST HORIZON NATIONAL CORP	Preferred stock	2,244	1,570
	HUNTINGTON BANCSHARES INC	Preferred stock	8,266	7,301
	HUNTINGTON BANCSHARES INC	Preferred stock	7,381	7,497
	JPMORGAN CHASE & CO	Preferred stock	2,010	2,040
	JPMORGAN CHASE & CO	Preferred stock	13,373	12,706
	JPMORGAN CHASE & CO	Preferred stock	4,816	4,057
	KEYCORP	Preferred stock	4,456	4,512
	KEYCORP PFD SHS	Preferred stock	11,128	9,452
	KIMCO REALTY CORPORATION	Preferred stock	1,966	1,559
	KIMCO REALTY CORPORATION	Preferred stock	3,774	2,947
	M & T BANK CORP PERPETUAL 1.406	Preferred stock	7,860	6,915
	M & T BK CORP 7.5% DEP SHS J	Preferred stock	3,854	4,073
	MORGAN STANLEY	Preferred stock	6,408	5,689
	MORGAN STANLEY	Preferred stock	1,894	1,852
	MORGAN STANLEY PFD SHRS	Preferred stock	5,046	4,468
	MORGAN STANLEY PFD SHS	Preferred stock	4,832	4,381
	MORGAN STANLEY PFD SHS PFD SER F FXD TO FLTG	Preferred stock	9,712	8,590
	MORGAN STANLEY PFD SHS SERIES E	Preferred stock	10,994	9,486
	NEXTERA ENERGY CAP HLDGS INC.	Preferred stock	14,234	11,971
	NORTHERN TRUST CORP	Preferred stock	6,570	5,613
	PRUDENTIAL FINL INC JR SB GLBL 1.031	Preferred stock	4,302	3,706
	PRUDENTIAL FINL INC JR SB GLBL 1.488	Preferred stock	1,798	1,793
	PUBLIC STORAGE	Preferred stock	3,977	3,208
	PUBLIC STORAGE	Preferred stock	2,003	2,010
	PUBLIC STORAGE	Preferred stock	7,208	6,437
	PUBLIC STORAGE	Preferred stock	3,647	3,046
	PUBLIC STORAGE PFD SHS	Preferred stock	5,454	4,464
	PUBLIC STORAGE PFD SHS	Preferred stock	5,373	4,474

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	REGIONS FINANCIAL CORP NEW DEP SHS PFD S	Preferred stock	3,986	4,172
	REGIONS FINL CORP	Preferred stock	5,528	4,300
	REGIONS FINL CORP FIXED-TO-FLOATING RATE	Preferred stock	3,597	3,175
	REINSURANCE 7.125% FIXED-RATE	Preferred stock	1,729	1,754
	RENAISSANCERE HLDGS LTD 1.438	Preferred stock	2,743	2,420
	RENAISSANCERE HOLDINGS L 1.050	Preferred stock	4,663	3,697
	SCHWAB CHARLES CORP	Preferred stock	10,464	8,584
	SOUTHERN CO SR 2021C FL NT23	Preferred stock	4,854	4,538
	SOUTHERN CO SR 2021C FL NT23	Preferred stock	5,479	4,548
	SPIRE INC	Preferred stock	2,026	1,832
	STATE STR CORP PFD SHS	Preferred stock	13,011	10,852
	STIFEL FINANCIAL CORP	Preferred stock	3,588	3,494
	STIFEL FINANCIAL CORP 1.300	Preferred stock	3,452	2,720
	TRUIST FINANCIAL CORP	Preferred stock	6,312	5,268
	TRUIST FINANCIAL CORP	Preferred stock	12,406	11,136
	US BANCORP DEL	Preferred stock	5,640	4,017
	US BANCORP DEL	Preferred stock	6,327	6,143
	US BANCORP DEL	Preferred stock	8,619	7,828
	VOYA FINL INC 5.35% DP PFD B	Preferred stock	3,119	2,602
	WEBSTER FINL CORP WATERBURY CONN 1.313	Preferred stock	4,981	3,680
	WELLS FARGO & CO NEW	Preferred stock	10,655	10,057
	WELLS FARGO & CO NEW	Preferred stock	7,847	7,596
	WELLS FARGO & CO NEW PFD SHS	Preferred stock	4,305	4,116
	WELLS FARGO CO NEW	Preferred stock	4,955	4,790
	Total preferred stocks		493,421	433,731
	FEDERAL HOME LN MTG 4.000 2048-10-01 USD/ GOLD POOL 4%	U.S. Government securities	7,398	6,554
	FEDERAL HOME LOAN MORTGAGE CORPORATION DTD 3.50%	U.S. Government securities	56,931	54,583
	FEDERAL HOME LOAN MTG CORP 2.000	U.S. Government securities	25,695	19,578
	FEDERAL HOME LOAN MTG CORP 2.000	U.S. Government securities	61,642	53,062
	FEDERAL HOME LOAN MTG CORP 2.500	U.S. Government securities	33,520	26,367
	FEDERAL HOME LOAN MTG CORP 2.500	U.S. Government securities	14,824	11,682
	FEDERAL HOME LOAN MTG CORP 2.500	U.S. Government securities	39,491	32,509
	FEDERAL HOME LOAN MTG CORP 2.500	U.S. Government securities	7,284	6,338
	FEDERAL HOME LOAN MTG CORP 3.000	U.S. Government securities	53,477	45,070
	FEDERAL HOME LOAN MTG CORP 3.500	U.S. Government securities	32,030	27,826
	FEDERAL HOME LOAN MTG CORP 3.500	U.S. Government securities	19,881	16,898
	FEDERAL HOME LOAN MTG CORP 4.000	U.S. Government securities	17,145	15,189
	FEDERAL HOME LOAN MTG CORP 5.500	U.S. Government securities	68,658	67,439
	FEDERAL NATL MTG ASSN 4.000	U.S. Government securities	24,220	23,851
	FEDERAL NATL MTG ASSN GTD MTG PA 2.500	U.S. Government securities	8,481	7,624
	FEDERAL NATL MTG ASSN GTD MTG PA 2.500	U.S. Government securities	48,755	42,547
	FEDERAL NATL MTG ASSN GTD MTG PA 2.500	U.S. Government securities	14,118	11,526
	FEDERAL NATL MTG ASSN GTD MTG PA 2.500	U.S. Government securities	116,149	92,331
	FEDERAL NATL MTG ASSN GTD MTG PA 3.000	U.S. Government securities	43,990	35,764
	FEDERAL NATL MTG ASSN GTD MTG PA 3.500	U.S. Government securities	19,677	16,983
	FEDERAL NATL MTG ASSN GTD MTG PA 4.000	U.S. Government securities	16,062	14,163
	FEDERAL NATL MTG ASSN GTD MTG PA DTD 6/1/2021 2.00%	U.S. Government securities	168,601	130,977
	FEDERAL NATL MTG ASSN GTD MTG PA DTD 8/1/2020 2.50%	U.S. Government securities	28,737	22,502
	FEDERAL NATL MTG ASSN GTD MTG PA DTD 9/1/2020 3.00%	U.S. Government securities	40,831	33,161
	FHLMC POOL #SD-8274 4.00%	U.S. Government securities	44,313	-
	FHLMC POOL #SD-8314 4.5%	U.S. Government securities	48,348	49,035
	FNMA PASS-THRU I 3.500 DTD 8/1/2020 3.50%	U.S. Government securities	6,531	5,482
	FNMA POOL #MA5070 4.5%	U.S. Government securities	52,425	52,018
	FNMA POOL #MA5106 5.00%	U.S. Government securities	44,030	43,293
	FNMA UMBS LNG DTD 8/1/2024 6.00%	U.S. Government securities	129,989	64,792
	US TREASURY NOTE 0.00%	U.S. Government securities	68,644	68,528
	UNITED STATES TREAS 0% NTS	U.S. Government securities	21,118	20,759
	UNITED STATES TREAS 0% NTS	U.S. Government securities	21,716	21,547
	UNITED STATES TREAS 0% NTS	U.S. Government securities	177,621	174,019

Retirement Plan for Employees of Ames Rubber Corporation
EIN: 22-1466804
Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i)
December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	UNITED STATES TREAS 0% NTS	U.S. Government securities	23,088	22,909
	UNITED STATES TREAS 0% PIDI NTS	U.S. Government securities	254,802	248,140
	UNITED STATES TREAS 1% NTS	U.S. Government securities	37,932	33,829
	UNITED STATES TREAS 1.75% NTS	U.S. Government securities	99,844	91,204
	UNITED STATES TREAS 3.25% NTS	U.S. Government securities	22,750	22,461
	UNITED STATES TREAS 3.25% NTS	U.S. Government securities	86,511	83,018
	UNITED STATES TREAS 3.875% NTS	U.S. Government securities	22,784	22,500
	UNITED STATES TREAS 4.125%	U.S. Government securities	20,289	19,966
	UNITED STATES TREAS 4.125% NTS	U.S. Government securities	79,981	77,050
	UNITED STATES TREAS DTD	U.S. Government securities	22,786	22,790
	UNITED STATES TREAS DTD	U.S. Government securities	145,540	134,681
	UNITED STATES TREAS DTD	U.S. Government securities	22,305	22,006
	UNITED STATES TREAS NOTES DTD 3.625%	U.S. Government securities	97,337	95,026
	UNITED STATES TREAS NTS 4.625% Ser AS-2026 DTD	U.S. Government securities	20,283	20,119
	UNITED STATES TREAS NTS DTD 3.75%	U.S. Government securities	21,936	21,506
	UNITED STATES TREAS NTS Ser AA-2028 DTD 4.00%	U.S. Government securities	22,190	21,773
	UNITED STATES TREAS NTS Ser C-2034 DTD 5/15/2024 4.375%	U.S. Government securities	35,467	34,462
	UNITED STATES TREASURY NOTE DTD 4.25%	U.S. Government securities	21,173	20,995
	UNITED STATES TREASURY NOTE DTD 4.375%	U.S. Government securities	20,424	20,045
	UNITED STATES TREASURY NOTES DTD 0.00%	U.S. Government securities	96,385	95,473
	US TREASURY NOTE 0.00% Ser W-2029 DTD 4.125%	U.S. Government securities	22,051	21,784
	US TREASURY NOTE 01/31/2029 Ser U-2029 DTD 4.00%	U.S. Government securities	53,262	53,260
	US TREASURY NOTE 06/30/2029 Ser AA-2029 DTD 6/30/2024 4.25%	U.S. Government securities	21,387	20,884
	US TREASURY NOTE 09/30/2028 Ser AD-2028 DTD 9/30/2023 4.625%	U.S. Government securities	61,252	60,561
	US TREASURY NOTE 09/30/2028 Ser AD-2028 DTD 9/30/2023 4.625%	U.S. Government securities	21,436	21,196
	US TREASURY NOTE 10/15/2026	U.S. Government securities	120,611	120,734
	Total U.S. Government securities		3,056,138	2,742,369
	ABBVIE INC 3.2% 11/21/2029-2029	Corporate bonds	44,474	37,126
	AMGEN INC 5.25% 03/02/2030-2023	Corporate bonds	46,503	47,439
	BK OF AMERICA CORP FR 5.015% DTD 7/22/2022 5.015% 7/22/2033	Corporate bonds	33,054	32,367
	CAPITAL ONE FINL CORP GLBL FLT 3.8% 01/31/2028-2027	Corporate bonds	27,148	24,131
	CITIGROUP INC 1.122% 01/28/2027-2026	Corporate bonds	38,061	36,493
	COMCAST CORP 1.5% 02/15/2031-2030	Corporate bonds	37,849	30,929
	COMCAST CORP 3.4% 04/01/2030-2030	Corporate bonds	41,914	35,260
	CVS/CAREMARK CORP 1.3% 08/21/2027-2027	Corporate bonds	69,858	63,427
	FISERV INC 3.5% 07/01/2029-2029	Corporate bonds	41,785	36,592
	GENERAL MOTORS CO 5.6% 10/15/2032-2032	Corporate bonds	37,266	38,324
	GOLDMAN SACHS GROUP INC 1.431% 03/09/2027-2026	Corporate bonds	37,955	36,481
	HCA INC. SR NT 5.45% 04/01/2031	Corporate bonds	43,911	43,912
	JPMORGAN CHASE & CO 3.54% DTD 4/25/2017 3.54% 5/1/2028	Corporate bonds	29,091	26,235
	KINDER MORGAN INC 5.4% 02/01/2034	Corporate bonds	36,710	36,436
	L3HARRIS TECHNOLOGIES 5.4% 07/31/2033	Corporate bonds	34,961	36,934
	MARSH & MCLENNAN 4.375% 03/15/2029-2028	Corporate bonds	31,021	26,515
	MORGAN STANLEY 4.431% 01/23/2030-2029	Corporate bonds	54,097	45,743
	ORACLE CORPORATION 2.95% 04/01/2030-2030	Corporate bonds	44,136	36,108
	PNC FINL SVCS GROUP VAR 10/20/2034	Corporate bonds	33,362	36,021
	RTX CORPORATION SR NT 6.00% 03/15/2031	Corporate bonds	41,974	43,010
	T-MOBILE USA INC 3.875% 04/15/2030-2030	Corporate bonds	39,449	39,522
	TRUIST FINL CORP VAR 10/30/2029	Corporate bonds	40,624	41,703
	US BANCORP VAR 01/23/2035	Corporate bonds	47,347	47,397
	VERIZON COMMNS INC 4.329% 09/21/2028	Corporate bonds	45,285	37,219
	WELLS FARGO & CO FR VAR 07/25/2034	Corporate bonds	45,445	43,941
	Total corporate bonds		1,023,280	959,265
	* Aetna Life Insurance Company Fixed Income Account	General account	371,102	371,102
	Total		\$ 10,043,693	\$ 10,542,166

* Party-in-interest.

See Independent Auditor's Report.

Retirement Plan for Employees of Ames Rubber Corporation
EIN: 22-1466804
Plan #: 001

Schedule of Reportable Transactions (Schedule H, Line 4j)
Year Ended December 31, 2024

(a) Identity of party involved	(b) Description of asset	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain/(loss)
Category (iii) - A series of transactions with respect to securities of the same issue that amount in the aggregate to more than 5% of the beginning value of total Plan assets:						
RBC Cash Plus	Purchases - 576	\$ 6,383,322	\$ -	\$ 6,383,322	\$ -	\$ -
	Sales - 193	-	6,587,797	6,587,797	-	-

See Independent Auditor's Report.



Independent Member of Nexia

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SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
Round off amounts to nearest dollar. Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.		
A Name of plan Retirement Plan for Employees of Ames Rubber Corporation		B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Ames Rubber Corporation		D Employer Identification Number (EIN) 22-1466804
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B		F Prior year plan size: ☐ 100 or fewer ☒ 101-500 ☐ More than 500
Part I Basic Information		
1 Enter the valuation date: Month 1 Day 1 Year 2024		
2 Assets:		
a Market value		2a 11,049,517
b Actuarial value		2b 11,049,517
3 Funding target/participant count breakdown		
		(1) Number of participants (2) Vested Funding Target (3) Total Funding Target
a For retired participants and beneficiaries receiving payment		221 9,308,267 9,308,267
b For terminated vested participants		65 2,017,295 2,017,295
c For active participants		21 1,299,900 1,299,900
d Total		307 12,625,462 12,625,462
4 If the plan is in at-risk status, check the box and complete lines (a) and (b): ☐		
a Funding target disregarding prescribed at-risk assumptions		4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor		4b
5 Effective interest rate		5 5.07 %
6 Target normal cost		
a Present value of current plan year accruals		6a 0
b Expected plan-related expenses		6b 203,233
c Target normal cost		6c 203,233
Statement by Enrolled Actuary		
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.		
SIGN HERE Abby L. Kendig Signature of actuary		9/18/2025 Date
Abby L. Kendig Type or print name of actuary		23-07706 Most recent enrollment number
Milliman, Inc. Firm name		(973) 278-8860 Telephone number (including area code)
150 Clove Road 8th Floor Little Falls NJ 07424 Address of the firm		
If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.		
Schedule SB (Form 5500) 2024 v. 240311		

Retirement Plan for Employees of Ames Rubber Corporation
EIN/PN: 22-1466804/001
Attachment to 2024 Form 5500
Schedule SB, Line 19 - Discounted Employer Contributions

Line 19a. - Contribution Allocated Toward Unpaid Minimum Required Contribution from Prior Plan Years

None

Line 19b. - Contributions Made To Avoid Benefit Restrictions

None

Line 19c. - Contributions Allocated Toward Minimum Required Contribution for Current Year

Date	Plan Year to Apply Contribution	Effective Interest Rate	Late Quarterly Interest Rate	Contribution Amount	Discounted Value as of 1/1/2024
3/7/2024	2024	5.07%		\$ 15,600	\$ 15,461
3/14/2024	2024	5.07%		15,600	15,447
3/21/2024	2024	5.07%		15,600	15,432
3/28/2024	2024	5.07%		15,600	15,418
4/4/2024	2024	5.07%		15,600	15,403
4/12/2024	2024	5.07%		15,600	15,386
6/14/2024	2024	5.07%		15,600	15,256
6/20/2024	2024	5.07%		15,600	15,244
6/27/2024	2024	5.07%		15,600	15,229
7/10/2024	2024	5.07%		15,600	15,203
7/11/2024	2024	5.07%		15,600	15,201
9/19/2024	2024	5.07%		15,600	15,058
9/30/2024	2024	5.07%		15,600	15,035
10/3/2024	2024	5.07%		15,600	15,029
10/10/2024	2024	5.07%		15,600	15,015
10/16/2024	2024	5.07%		15,600	15,003
10/23/2024	2024	5.07%		15,600	14,988
10/30/2024	2024	5.07%		8,400	8,063
11/7/2024	2024	5.07%		8,400	8,054
11/14/2024	2024	5.07%		8,400	8,047
11/21/2024	2024	5.07%		8,400	8,039
11/27/2024	2024	5.07%		8,400	8,033
12/5/2024	2024	5.07%		8,400	8,024
12/12/2024	2024	5.07%		8,400	8,016
12/19/2024	2024	5.07%		8,400	8,009
12/27/2024	2024	5.07%		8,400	8,000
1/9/2025	2024	5.07%		7,800	7,416
1/16/2025	2024	5.07%		7,800	7,409
1/23/2025	2024	5.07%		7,800	7,402
1/30/2025	2024	5.07%		7,800	7,395
2/6/2025	2024	5.07%		7,800	7,387
2/13/2025	2024	5.07%		7,800	7,380
2/20/2025	2024	5.07%		7,800	7,373
2/27/2025	2024	5.07%		7,800	7,367

Retirement Plan for Employees of Ames Rubber Corporation
EIN/PN: 22-1466804/001
Attachment to 2024 Form 5500
Schedule SB, Line 19 - Discounted Employer Contributions

3/6/2025	2024	5.07%	7,800	7,360
3/14/2025	2024	5.07%	7,800	7,352
3/21/2025	2024	5.07%	7,800	7,345
3/27/2025	2024	5.07%	7,800	7,339
4/3/2025	2024	5.07%	7,800	7,332
4/10/2025	2024	5.07%	7,800	7,325
4/17/2025	2024	5.07%	7,800	7,318
4/25/2025	2024	5.07%	7,800	7,310
5/1/2025	2024	5.07%	7,800	7,304
5/9/2025	2024	5.07%	7,800	7,296
5/15/2025	2024	5.07%	7,800	7,290
5/23/2025	2024	5.07%	7,800	7,282
5/29/2025	2024	5.07%	7,800	7,276
6/6/2025	2024	5.07%	7,800	7,268
6/12/2025	2024	5.07%	7,800	7,262
6/18/2025	2024	5.07%	7,800	7,257
6/26/2025	2024	5.07%	7,800	7,249
7/2/2025	2024	5.07%	7,800	7,243
7/10/2025	2024	5.07%	7,800	7,235
7/17/2025	2024	5.07%	7,800	7,228
7/24/2025	2024	5.07%	7,800	7,221
8/1/2025	2024	5.07%	7,800	7,213
8/7/2025	2024	5.07%	7,800	7,208
8/15/2025	2024	5.07%	7,800	7,200
8/21/2025	2024	5.07%	7,800	7,194
8/28/2025	2024	5.07%	7,800	7,187
Total			606,000	579,316

**Retirement Plan for Employees of Ames Rubber Corporation
EIN/PN: 22-1466804/001**

Attachment to 2024 Schedule SB (Form 5500)

Schedule SB, Line 22 – Description of Weighted Average Retirement Age

All Participants are assumed to retire at age 65.

**Retirement Plan for Employees of Ames Rubber Corporation
EIN/PN: 22-1466804/001**

Attachment to 2024 Schedule SB (Form 5500)

Schedule SB, Line 26a – Schedule of Active Participant Data

Number of Participants by Age and Service Groups

Age	Years of Credited Service										Total
	0	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40+	
0–24	-	-	-	-	-	-	-	-	-	-	-
25–29	-	-	-	-	-	-	-	-	-	-	-
30–34	-	-	-	-	-	-	-	-	-	-	-
35–39	-	-	-	-	-	-	-	-	-	-	-
40–44	-	-	-	-	-	-	-	-	-	-	-
45–49	-	-	-	1	-	-	-	-	-	-	1
50–54	-	-	-	-	-	-	-	-	-	-	-
55–59	-	-	-	-	-	2	-	-	-	-	2
60–64	-	-	-	-	2	1	7	-	-	-	10
65–69	-	-	1	2	-	1	1	2	-	-	7
70+	-	-	-	-	-	1	-	-	-	-	1
Total	-	-	1	3	2	5	8	2	-	-	21

Retirement Plan for Employees of Ames Rubber Corporation
EIN/PN: 22-1466804/001

Attachment to 2024 Schedule SB (Form 5500)

Schedule SB, Line 32 – Schedule of Amortization Bases

The amount needed to amortize the Funding Shortfall to the Applicable Funding Target, in combination with prior Shortfall Amortizations, for the plan year beginning January 1, 2024 is determined below. The net Funding Shortfall for a plan year is amortized in fifteen level payments. The present value and amortization factors shown below are based on the interest rates for determining the Applicable Funding Target for the current plan year.

1. 1. Present value of remaining prior Shortfall Amortizations

	<u>Date</u> <u>Established</u>	<u>Amortization</u> <u>Amount</u>	<u>Years</u> <u>Remaining</u>	<u>Present Value</u> <u>Factor</u>	<u>Present</u> <u>Value</u>
a.	1/1/2023	<u>\$245,467</u>	14	10.433628	<u>\$2,561,111</u>
b.	Total	245,467			2,561,111

2. 2. Shortfall Amortization for current plan year

a.	Applicable Funding Target	12,625,462
b.	Actuarial Value of Assets less Prefunding Balance	10,989,433
c.	Is the plan exempt from establishing a Shortfall Amortization for the current year?	No
d.	Funding Shortfall [(a) - (b), but not < \$0]	1,636,029
e.	Net Funding Shortfall [If (d) > \$0, (d) - (1b), otherwise n/a]	(925,082)
f.	Amortization factor	10.941397
g.	Shortfall Amortization for current plan year [(e) ÷ (f)]	(\$84,549)

3. 3. Total Shortfall Amortizations

[(1b) + (2g), but not < \$0]	160,918
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Retirement Plan for Employees of Ames Rubber Corporation

EIN/PN: 22-1466804/001

Attachment to 2024 Schedule SB (Form 5500)

Schedule SB, Part V – Summary of Actuarial Assumptions

Appendix A – Summary of Actuarial Methods

Actuarial Cost Method: Unit Credit.

The actuarial cost method used in the valuation is the accrued benefit (unit credit) cost method as prescribed by PPA. In this method, the regular plan cost arises from two sources: a Normal Cost and an amortization payment for the Funding Target Shortfall.

The Funding Target is determined as the actuarial present value of benefits as of the valuation date. The Shortfall is equal to the Funding Target less the Plan Assets (with adjustments for credit balances). The amortization payment for a plan year is the aggregate total of the Shortfall Amortization payments, which are based on amounts necessary to amortize the additional Shortfall of each year in level annual installments over a 15-year period beginning with such year.

The Normal Cost is the actuarial present value of benefits expected to accrue during the valuation year plus anticipated administrative expense, if any.

For the Plan's ERISA funding requirements, incremental Funding Shortfall amounts are amortized over a fifteen-year period, and the related shortfall amortization payment is determined on the first valuation date following the plan year in which it arises based on the segment rates used for ERISA minimum funding purposes on that date, as prescribed under IRC Section 430. The Plan Sponsor elected to apply the provisions of Section 9705 of the American Rescue Plan Act of 2021 for the 2021 plan year.

Asset Valuation Method: For funding, the asset valuation technique determines valuation assets as the adjusted market value of assets. For FAS ASC Topic 715, the asset valuation method uses market value of assets.

Interest Rate Election for Determining Plan Liabilities (Funding): Segment rates with no look back.

Retirement Plan for Employees of Ames Rubber Corporation

EIN/PN: 22-1466804/001

Attachment to 2024 Schedule SB (Form 5500)

Schedule SB, Part V – Summary of Actuarial Assumptions

Appendix B – Summary of Actuarial Assumptions

ECONOMIC ASSUMPTIONS

Interest Rates

Funding:

Assumption: PPA Funding - 2024 Segment Rates without lookback limited by segment rate stabilization, as prescribed by law.

Maximum Recommended Contribution - 2024 Pre-Segment Rate Stabilization Rates without lookback (previously, 2023 Pre-Segment Rate Stabilization Rates without lookback).

PBGC premium – The standard method (effective January 1, 2023) is used for the PBGC variable rate premium calculation. Segment rates for the month preceding the month in which the Premium Payment Year begins that are determined in accordance with ERISA section 4006(a)(3)(E)(iv).

Segment	ARPA Rates	Pre-HATFA Rates	PBGC Rates
Segment 1 (0–5 years)	4.75%	4.37%	5.01%
Segment 2 (5–20 years)	4.96%	4.96%	5.13%
Segment 3 (20+ years)	5.59%	4.95%	5.15%
Effective Interest Rate	5.07%	4.89%	5.12%

Rationale: Plan sponsors have the option to elect the use of a full yield curve, or to use segmented interest rates (with a lookback period, if desired) subject to HATFA constraints. The institute is currently using segmented interest rates without lookback, based on prior elections.

FASB ASC Topic 960:

Assumption: 6.75%, compounded annually. This is the assumed rate of return for the Plan's entire portfolio of assets, net of investment expenses and including an inflation assumption of 2.50%. This assumption represents an estimate of future experience and is based in part on observations of estimates inherent in market data.

Rationale: In developing the investment return assumption, we reviewed the plan's historical investment performance along with forward-looking data such as projections of inflation and total return growth. Mean returns, standard deviations and correlations between investment categories were determined and used in the investment return assumption in conjunction with the historical and projected information.

Finally, we have taken projections of performance into consideration to ensure consistency of the investment return assumption.

Retirement Plan for Employees of Ames Rubber Corporation

EIN/PN: 22-1466804/001

Attachment to 2024 Schedule SB (Form 5500)

Schedule SB, Part V – Summary of Actuarial Assumptions

Asset Returns

Investment Return:

Assumption: Expected Return on Assets of 7.00%, compounded annually. This assumption anticipates future experience based on the Plan's Investment Policy's target asset allocations. It is the assumed rate of return for the Plan's entire portfolio of assets, net of investment expenses, including annual inflation of 2.50% and an adjustment based on recent experience for additional returns expected from active management.

Rationale: The Expected Return on Assets assumption is chosen by the Plan Sponsor based on the plan's historical investment performance and future expectations.

Change in assumption: None.

Administrative Expenses

Assumption: For Funding, prior year's actual administrative expense.

Rationale for assumption: This assumption is our best estimate of future administrative expenses payable from the plan's assets.

Salary Scale

Assumption: N/A. Plan benefits are frozen.

DEMOGRAPHIC ASSUMPTIONS

Mortality

Funding: Statutory generational tables for 2024 based on Pri-2012 mortality table, with projections to anticipate greater future longevity using IRS- modified projection scale MP-2021, with separate rates for non-annuitants and annuitants.

FASB ASC Topic 960: PRI-2012 Employee/Retiree Sex-distinct Mortality Tables, with the Contingent Survivor Table for current beneficiaries, adjusted with generational projection Scale MP- 2021.

Rationale for assumption: The plan is not large enough to develop a credible mortality table based exclusively on plan experience. We have relied on the above mentioned published mortality table in which credible mortality experience was analyzed. We believe the mortality assumption selected is reasonable for the contingency it is measuring and is not anticipated to produce significant cumulative actuarial gains or losses over the measurement period.

Retirement Plan for Employees of Ames Rubber Corporation

EIN/PN: 22-1466804/001

Attachment to 2024 Schedule SB (Form 5500)

Schedule SB, Part V – Summary of Actuarial Assumptions

Withdrawal

Assumption: None.

Rationale for assumption: The plan does not have a significant number of active participants and the plan is frozen. Therefore, we have assumed no withdrawal decrement.

Retirement

Assumption: All participants assumed to retire at the later of age 65 or if the participant is currently over Normal Retirement Age, then as of the valuation date.

Rationale for assumption: We believe the assumption selected is reasonable for the contingency it is measuring and is not anticipated to produce significant cumulative actuarial gains or losses over the measurement period.

Marriage Assumption

Assumption: 95% of Participants assumed to be married, with wives assumed to be one year younger than their husbands.

Rationale for assumption: We believe the assumption selected is reasonable for the contingency it is measuring and is not anticipated to produce significant cumulative actuarial gains or losses over the measurement period.

Form of Payment

Assumption: Single Life Annuity

Rationale for assumption: We believe the assumption selected is reasonable for the contingency it is measuring and is not anticipated to produce significant cumulative actuarial gains or losses over the measurement period.

Retirement Plan for Employees of Ames Rubber Corporation

EIN/PN: 22-1466804/001

Attachment to 2024 Schedule SB (Form 5500)

Schedule SB, Part V – Summary of Principal Plan Provisions

Appendix C – Summary of Principal Plan Provisions

This summary of plan provisions is intended to only describe the essential features of the Plan. All eligibility requirements and benefit amounts shall be determined in strict accordance with the plan document itself.

The actuarial valuation was prepared in accordance with the provisions of the plan, a summary of which is presented below. The summary describes the principal provisions only and is not intended to be authoritative. For questions about specific benefits, please refer to the plan document. This summary of plan provisions is intended to only describe the essential features of the plan.

Plan Information

Plan Name: Retirement Plan for Employees of Ames Rubber Corporation

Effective Date of Plan: February 1, 1965

EIN/PN: 22-1466804/001

Effective Date of Last Amendment: January 1, 2010

Plan Year: January 1 to December 31.

Eligibility: An employee will become an active member on the first of the month after completing one year of service and attaining age 20 and six months. Employees hired on or after February 1, 2005 will be excluded from plan participation.

Normal Retirement

Normal Retirement Date: 1st of month coincident with or next following the date on which the Participant attains his 65th birthday.

Normal Retirement Benefit: Monthly benefit equal to 0.5% of Final Average Earnings below covered compensation and 1.0% of Final Average Earnings in excess of covered compensation multiplied by the number of years of service worked at normal retirement date. Covered compensation is based on 35 years of earnings through the earlier of the year the employee is eligible for unreduced social security or December 31, 2006.

Benefit accruals for all Participants ceased as of December 31, 2006.

Early Retirement

Early Retirement Date: 1st of month coincident with or next following the date on which the Participant attains age 55 and has completed 10 years of Vesting Service.

Early Retirement Benefit: The monthly amount of Normal Retirement Benefit reduced by 1/15th for each of the first five years and 1/30th for each of the next five years by which the Early Retirement Date preceded the Normal Retirement Date.

Retirement Plan for Employees of Ames Rubber Corporation

EIN/PN: 22-1466804/001

Attachment to 2024 Schedule SB (Form 5500)

Schedule SB, Part V – Summary of Principal Plan Provisions

Vested Termination

Eligibility: 100% vested after 5 years of Service.

Vested Termination Benefit: Accrued benefit payable at Normal Retirement, or if had completed 10 years of Service, payable at earlier ages in accordance with Early Retirement.

Late Retirement

Benefit: The greater of the benefit accrued to Normal Retirement increased by 8.0% per year for each year beyond Normal Retirement Date or benefit calculated using service and earnings to Late Retirement Date.

Pre-Retirement Surviving Spouse Coverage

Eligibility: Vested, not receiving a benefit and married at least one year.

Benefit: The spouse will receive a life annuity equal to 50% of the benefit the deceased participant would have received as a Qualified Joint and Survivor Annuity had he/she terminated employment on the day before his/her death, survived to his/her Early Retirement Date or Normal Retirement Date, as applicable, and elected to retire immediately upon such Early or Normal Retirement Date. A late retired member, who did not elect an annuity option and is survived by a spouse, will receive a 100% survivor annuity. A 180 month certain annuity shall be payable to that member's beneficiary if there is no surviving spouse.

Forms of Payment

Normal Form: Single Life Annuity

A participant that is married must take the benefit in the form of an actuarially reduced Joint and 50% Survivor benefit unless the spouse provides written consent to waive the Joint & 50% Survivor benefit.

Optional Forms: Alternative forms available by reducing benefit payable: Joint and 50% (automatic for married employees), 66 2/3%, 75%, or 100% Survivor, 10 & 15 Year Certain and Continuous, and Social Security Adjustment Option. Lump sums are payable (up to \$5,000).

Actuarial Equivalence: Optional form conversion factors are equal to actuarial equivalent values based on an interest rate of 8.00% compounded annually and the UP84 mortality table with no adjustment to the participant and with a two year age setback for the beneficiary, if any.

Lump sums utilize standard applicable mortality and interest rates for the second month preceding the first day of the Plan Year during which the payment starting date occurs.

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	3I GROUP PLC ADR	Common stock	\$ 5,287	\$ 5,959
	ABB LTD SPON ADR	Common stock	7,623	14,403
	ADIDAS AG SPONSORED ADR A	Common stock	8,831	9,808
	ADOBE SYS INC F	Common stock	16,544	13,340
	ADVANCED MICRO DEVICES INC	Common stock	19,334	13,166
	AGREE REALTY CORP	Common stock	7,710	8,313
	AIA GROUP LTD	Common stock	11,740	8,088
	AIR LIQUIDE ADR	Common stock	12,223	13,812
	AIR PRODUCTS & CHEMICAL INC	Common stock	66,962	80,341
	ALLIANT ENERGY CORP	Common stock	5,572	6,032
	ALPHABET INC CL A K	Common stock	23,536	40,321
	AMAZON COM INC	Common stock	36,439	65,377
	AMDOCS LTD G	Common stock	7,302	8,429
	AMERICAN FINL GROUP INC OH	Common stock	6,803	7,805
	AMGEN INC	Common stock	53,857	59,687
	AMPHENOL CORP CL A	Common stock	15,679	20,210
	ANALOG DEVICES INC	Common stock	11,378	18,059
	AON PLC SHS CL A GH	Common stock	12,056	17,958
	APPLE INC	Common stock	27,052	85,143
	APPLE INC	Common stock	46,743	61,603
	ASICS CORP ADR N	Common stock	1,470	6,649
	ASM INTL N V SHS N	Common stock	2,496	4,050
	ASML HOLDING N V N	Common stock	14,091	13,169
	ASTRAZENECA PLC SPON ADR	Common stock	9,936	8,256
	ATMOS ENERGY CORP	Common stock	5,010	6,267
	AVERY DENNISON CORP	Common stock	7,823	8,795
	AVIENT CORPORATION V	Common stock	4,016	4,004
	AVNET INC	Common stock	4,904	6,069
	BANKINTER S A ADR SPONSORED ADR	Common stock	5,469	5,182
	BOEING CO	Common stock	17,456	15,399
	BOOZ ALLEN HAMILTON HLDG CORP	Common stock	7,741	11,454
	BROADCOM INC F	Common stock	29,740	48,223
	BROADRIDGE FINL SOLUTIONS INC T	Common stock	8,140	13,791
	CAPGEMINI S E ADR R	Common stock	12,072	10,153
	CHIPOTLE MEXICAN GRILL INC CL A	Common stock	18,537	20,984
	CHUBB LTD HJ	Common stock	5,531	6,908
	CME GROUP INC Q	Common stock	69,895	77,333
	CMS ENERGY CORP	Common stock	3,535	3,866
	COCA COLA CO	Common stock	63,560	70,229
	COMPAGNIE FINANCIERE RICHEMONT A ADR	Common stock	9,994	11,032
	COMPASS GROUP PLC ADR X	Common stock	7,856	12,869
	CONAGRA FOODS INC	Common stock	4,199	3,219
	CONTINENTAL AG ADR	Common stock	14,226	8,692
	CRH PLC ORD G	Common stock	3,479	3,978
	CRODA INTERNATIONAL PLC ADR	Common stock	6,717	5,511
	CROWDSTRIKE HOLDINGS INC -A C	Common stock	16,870	16,424
	DBS GROUP HLDGS LTD SPONSORED ADR Y	Common stock	4,033	7,307
	DEERE & CO	Common stock	16,876	19,914
	DIAMONDBACK ENERGY INC X	Common stock	18,391	17,038
	DIPLOMA PLC ADR X	Common stock	8,791	10,432
	DISCO CORP UNSPONSORED ADR D	Common stock	3,145	3,235
	DSV AS ADR A	Common stock	4,052	4,034
	DT MIDSTREAM INC COMMON STOCK M	Common stock	5,298	5,369
	ECOLAB INC	Common stock	52,227	71,936
	EPIROC AB ADR L	Common stock	7,921	7,318
	EQUITY LIFESTYLE PROPERTIES R	Common stock	3,304	3,330
	EVERCORE PARTNERS INC A	Common stock	3,437	11,642
	EXPERIAN GROUP LTD ADR C	Common stock	8,689	9,578
	EXXON MOBIL CORPORATION G	Common stock	34,091	67,231
	FACEBOOK INC M	Common stock	18,921	22,835
	FANUC LTD ADR	Common stock	8,222	7,744
	FIRST FINL BANCORP	Common stock	2,317	2,634

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	FISERV INC	Common stock	16,642	22,802
	GENERAC HLDGS INC	Common stock	13,073	18,296
	GENERAL DYNAMICS CORP	Common stock	44,662	63,764
	GILDAN ACTIVEWEAR INC CL A SUB	Common stock	8,163	8,093
	GILDAN ACTIVEWEAR INC CL A SUB	Common stock	8,070	9,928
	GLOBAL MARKETS INC M	Common stock	4,313	4,690
	HALMA PLC UNSPONSORD ADS ADR C	Common stock	6,237	7,746
	HARTFORD FINL SVCS GROUP INC	Common stock	8,630	11,815
	HERSHEY CO COMMON STOCK	Common stock	77,752	65,030
	HEXAGON AB UNSP ADR	Common stock	2,977	2,858
	HILTON WORLDWIDE HLDGS INC A	Common stock	17,457	21,256
	HOME BANCSHARES INC	Common stock	4,020	5,547
	HOME DEPOT INC	Common stock	50,654	80,910
	HOME DEPOT INC	Common stock	18,680	19,450
	HONEYWELL INTERNATIONAL INC	Common stock	81,319	84,935
	HOYA CORP SPONSORED ADR	Common stock	7,429	8,952
	HUBBELL INC	Common stock	5,464	13,404
	ICON PLC GA	Common stock	7,084	6,291
	IMCD NV ADR W	Common stock	8,338	8,247
	ING GROEP NV ADR	Common stock	7,539	9,151
	INSPERITY INC Q	Common stock	2,787	2,015
	INTERPARFUMS INC	Common stock	6,666	9,600
	INTUIT INC	Common stock	16,472	15,713
	JAMES HARDIE INDS SPONS ADR M	Common stock	6,687	5,238
	JPMORGAN CHASE & CO H	Common stock	41,089	85,097
	KAO CORP-SPONSORED ADR	Common stock	4,013	4,032
	KBC GROUP NV ADR F	Common stock	8,037	9,262
	LANCASTER COLONY CORP	Common stock	5,112	5,714
	LONDON STK EXCHANGE GROUP ADR N	Common stock	6,728	9,045
	MCDONALDS CORP	Common stock	59,513	76,531
	MEDTRONIC PLC GL	Common stock	110,300	75,886
	MERCK & CO INC Y	Common stock	69,899	53,719
	MERITAGE HOMES CORP A	Common stock	2,549	2,461
	MICROSOFT CORP	Common stock	29,777	74,184
	MICROSOFT CORP	Common stock	32,809	53,531
	MITSUMI FUDOSAN CO LTD ADR M	Common stock	8,347	7,176
	MIZUHO FINANCIAL GROUP INC SPONSORED ADR Y	Common stock	11,630	13,663
	MORGAN STANLEY	Common stock	71,212	91,524
	MTU AERO ENGINES HLDGS AG ADR G	Common stock	8,110	11,503
	NETAPP INC D	Common stock	2,760	5,688
	NEXTERA ENERGY INC F	Common stock	61,804	68,822
	NIKE INC CL B	Common stock	21,955	15,891
	NIPPON SANSO HLDGS CORP UNSPONSORED ADR N	Common stock	9,022	8,276
	NISOURCE INC P	Common stock	8,049	11,285
	NITORI HOLDINGS CO LTD ADR L	Common stock	9,212	7,588
	NOMURA RESH INST LTD ADR C	Common stock	6,449	6,789
	NORDEA BANK ABP ADR R	Common stock	4,374	4,034
	NORTHROP GRUMMAN CORP	Common stock	17,394	17,833
	NOVO NORDISK A S ADR	Common stock	17,532	16,344
	NVIDIA CORP G	Common stock	32,759	40,421
	OWL ROCK CORE INCOME CORPORATION COM CL I V	Common stock	500,000	514,039
	PACKAGING CORP OF AMERICA	Common stock	8,653	12,832
	PALO ALTO NETWORKS INC	Common stock	17,831	20,743
	PAYPAL HLDGS INC Y	Common stock	16,478	23,386
	PENSKO AUTOMOTIVE GROUP INC W	Common stock	1,673	3,049
	PERRIGO CO PLC G	Common stock	11,955	8,870
	PROCTER & GAMBLE CO	Common stock	73,679	79,298
	PUMA SE UNSPONSORD ADR A	Common stock	4,426	4,272
	QUEST DIAGNOSTICS INC L	Common stock	7,372	9,806
	RECRUIT HOLDINGS CO LTD ADR J	Common stock	2,668	5,928
	RELX PLC ADR	Common stock	13,654	22,029
	RENASAS ELECTRONICS CORP B	Common stock	4,014	3,731
	RPM INTERNATIONAL INC	Common stock	3,686	5,907
	RYANAIR HLDGS PLC SPON ADR	Common stock	7,634	8,762

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	SALESFORCE INC L	Common stock	24,542	44,132
	SAMPO OYJ ADR J	Common stock	8,948	8,054
	SAP AG SPONSORED ADR	Common stock	4,678	8,617
	SERVICENOW INC P	Common stock	16,315	47,705
	SHIN ETSU CHEM CO LTD ADR	Common stock	8,069	6,824
	SIEMENS AG ADR	Common stock	10,737	11,032
	SNAP ON INC	Common stock	8,726	13,240
	SOUTHERN CO SR C FL NT	Common stock	69,079	73,018
	STARBUCKS CORP	Common stock	21,830	21,353
	SUN CMNTYS INC	Common stock	19,217	18,077
	SUNCOR ENERGY INC NEW	Common stock	7,037	8,171
	SUZUKI MTR CORP UNS ADR X	Common stock	6,296	6,378
	SYMRISE AG ADR N	Common stock	7,719	6,723
	TARGA RES CORP G	Common stock	7,462	15,530
	TECHTRONIC INDS LTD SPON ADR R	Common stock	8,058	8,181
	TERRENO RLTY CORP M	Common stock	5,717	5,441
	TEXAS INSTRS INC	Common stock	50,853	71,629
	TEXAS ROADHOUSE INC CLASS A	Common stock	5,601	7,037
	THALES ADR	Common stock	7,838	8,557
	THE TRADE DESK INC CLASS A J	Common stock	17,332	24,211
	T-MOBILE US INC	Common stock	66,967	88,733
	TOKYO ELECTRON LTD ADR	Common stock	9,557	7,848
	TRACTOR SUPPLY CO	Common stock	1,530	1,592
	TRUIST FINANCIAL CORP COM Q	Common stock	84,017	73,269
	US PHYSICAL THERAPY INC L	Common stock	4,081	4,081
	UBER TECHNOLOGIES INC T	Common stock	22,082	17,071
	UNILEVER PLC-SPONSORED ADR	Common stock	20,363	21,036
	UNITEDHEALTH GROUP INC P	Common stock	9,879	16,188
	UNIVERSAL MUSIC GROUP N.V ADR B	Common stock	7,136	8,051
	VAIL RESORTS INC Q	Common stock	18,758	15,371
	VAT GROUP AG UNSPONSORED ADS F	Common stock	3,496	2,610
	VERITAS (BUREAU) P	Common stock	9,663	9,661
	VERTEX PHARMACEUTICALS INC F	Common stock	16,020	14,900
	VICTORY CAPITAL HOLDINGS, INC. -A B	Common stock	9,094	17,281
	VISA INC CL A C	Common stock	47,711	83,435
	VISA INC CL A C	Common stock	14,050	21,491
	WAL-MART STORES INC	Common stock	66,866	99,927
	WALT DISNEY CO	Common stock	20,672	21,157
	WATSCO INC	Common stock	5,458	11,373
	WORKDAY INC H	Common stock	19,632	17,030
	XYLEM INC M	Common stock	17,256	16,011
	ZOETIS INC V	Common stock	20,034	16,456
	Total common stocks		3,532,798	4,235,101
	INVESCO EXCHANGE-TRADED FD TR II NASDAQ 100	Mutual fund	141,331	165,203
	ISHARES CORE MSCI EAFE ETF	Mutual fund	91,537	97,338
	ISHARES TR TR-S&P 500 INDEX	Mutual fund	324,301	503,910
	PRINCIPAL FDS INC CALI MUN INSTL CAPITAL SEC-S	Mutual fund	375,099	339,760
	VANGUARD RUSSELL 3000	Mutual fund	102,757	161,818
	Total mutual funds		1,035,025	1,268,029
	PLAINS GP HLDGS L P LTD PARTNER	Other	2,981	3,621
	Total other		2,981	3,621
	RBC CASH PLUS	Interest-bearing account	528,948	528,948
	Total interest-bearing accounts		528,948	528,948

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	AFFILIATED MANAGERS GROUP INC 1.188	Preferred stock	3,881	3,109
	AFFILIATED MANAGERS GROUP INC 1.469	Preferred stock	3,633	2,975
	ALLSTATE CORP	Preferred stock	3,655	2,983
	ALLSTATE CORP DP SHS PFD H	Preferred stock	11,992	10,502
	AMERICAN FINL GROUP INC OH 1.469	Preferred stock	2,024	1,688
	ARCH CAP GROUP LTD	Preferred stock	14,561	13,067
	ARCH CAP GROUP LTD PFD SHS	Preferred stock	7,735	6,278
	AT&T INC	Preferred stock	3,462	3,173
	AT&T INC	Preferred stock	7,538	7,186
	AT&T INC 5 DEP RP PFD A	Preferred stock	3,710	2,988
	BANK OF AMERICA CORP	Preferred stock	8,997	8,407
	BANK OF AMERICA CORP	Preferred stock	8,977	8,273
	BANK OF AMERICA CORP	Preferred stock	6,898	6,482
	BANK OF AMERICA CORP 5.875%	Preferred stock	3,042	2,845
	BANK OF AMERICA CORPORATION 5.375 DP PFD KK	Preferred stock	6,729	6,076
	BERKLEY SUBORDINATED DEBENTURES	Preferred stock	6,947	5,971
	CAPITAL ONE FINL CORP GLBL FLT	Preferred stock	2,009	2,014
	CAPITAL ONE FINL CORP GLBL FLT	Preferred stock	13,959	10,917
	CITIZENS FINL GROUP INC DEP SHS SER H 7.375	Preferred stock	5,682	5,902
	CITIZENS FINL GROUP INC DP RP PFD E	Preferred stock	9,585	7,871
	CMS ENERGY CORP	Preferred stock	2,270	1,664
	CMS ENERGY CORP 1.406	Preferred stock	3,818	3,525
	COREBRIDGE FINL INC CAL	Preferred stock	4,472	4,461
	CULLEN FROST	Preferred stock	1,882	1,271
	DIGITAL REALTY TRUST INC 5.200% SERIES L	Preferred stock	4,986	4,666
	DIGITAL REALTY TRUST INC CUM REDEEMABLE PFD SER J	Preferred stock	3,697	3,165
	DTE ENERGY CO	Preferred stock	4,022	2,953
	DTE ENERGY CO	Preferred stock	3,413	2,854
	EQUITABLE HLDGS INC	Preferred stock	3,949	3,233
	EQUITABLE HLDGS INC	Preferred stock	3,807	2,716
	FIFTH THIRD BANCORP 4.95% NON-CUMULATIVE PERPETUAL	Preferred stock	8,653	7,759
	FIFTH THIRD BANCORP PFD OWNERSHIP INT PERP PFD SER I	Preferred stock	8,570	7,621
	FIRST HORIZON NATIONAL CORP	Preferred stock	2,244	1,570
	HUNTINGTON BANCSHARES INC	Preferred stock	8,266	7,301
	HUNTINGTON BANCSHARES INC	Preferred stock	7,381	7,497
	JPMORGAN CHASE & CO	Preferred stock	2,010	2,040
	JPMORGAN CHASE & CO	Preferred stock	13,373	12,706
	JPMORGAN CHASE & CO	Preferred stock	4,816	4,057
	KEYCORP	Preferred stock	4,456	4,512
	KEYCORP PFD SHS	Preferred stock	11,128	9,452
	KIMCO REALTY CORPORATION	Preferred stock	1,966	1,559
	KIMCO REALTY CORPORATION	Preferred stock	3,774	2,947
	M & T BANK CORP PERPETUAL 1.406	Preferred stock	7,860	6,915
	M & T BK CORP 7.5% DEP SHS J	Preferred stock	3,854	4,073
	MORGAN STANLEY	Preferred stock	6,408	5,689
	MORGAN STANLEY	Preferred stock	1,894	1,852
	MORGAN STANLEY PFD SHRS	Preferred stock	5,046	4,468
	MORGAN STANLEY PFD SHS	Preferred stock	4,832	4,381
	MORGAN STANLEY PFD SHS PFD SER F FXD TO FLTG	Preferred stock	9,712	8,590
	MORGAN STANLEY PFD SHS SERIES E	Preferred stock	10,994	9,486
	NEXTERA ENERGY CAP HLDGS INC.	Preferred stock	14,234	11,971
	NORTHERN TRUST CORP	Preferred stock	6,570	5,613
	PRUDENTIAL FINL INC JR SB GLBL 1.031	Preferred stock	4,302	3,706
	PRUDENTIAL FINL INC JR SB GLBL 1.488	Preferred stock	1,798	1,793
	PUBLIC STORAGE	Preferred stock	3,977	3,208
	PUBLIC STORAGE	Preferred stock	2,003	2,010
	PUBLIC STORAGE	Preferred stock	7,208	6,437
	PUBLIC STORAGE	Preferred stock	3,647	3,046
	PUBLIC STORAGE PFD SHS	Preferred stock	5,454	4,464
	PUBLIC STORAGE PFD SHS	Preferred stock	5,373	4,474

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	REGIONS FINANCIAL CORP NEW DEP SHS PFD S	Preferred stock	3,986	4,172
	REGIONS FINL CORP	Preferred stock	5,528	4,300
	REGIONS FINL CORP FIXED-TO-FLOATING RATE	Preferred stock	3,597	3,175
	REINSURANCE 7.125% FIXED-RATE	Preferred stock	1,729	1,754
	RENAISSANCERE HLDGS LTD 1.438	Preferred stock	2,743	2,420
	RENAISSANCERE HOLDINGS L 1.050	Preferred stock	4,663	3,697
	SCHWAB CHARLES CORP	Preferred stock	10,464	8,584
	SOUTHERN CO SR 2021C FL NT23	Preferred stock	4,854	4,538
	SOUTHERN CO SR 2021C FL NT23	Preferred stock	5,479	4,548
	SPIRE INC	Preferred stock	2,026	1,832
	STATE STR CORP PFD SHS	Preferred stock	13,011	10,852
	STIFEL FINANCIAL CORP	Preferred stock	3,588	3,494
	STIFEL FINANCIAL CORP 1.300	Preferred stock	3,452	2,720
	TRUIST FINANCIAL CORP	Preferred stock	6,312	5,268
	TRUIST FINANCIAL CORP	Preferred stock	12,406	11,136
	US BANCORP DEL	Preferred stock	5,640	4,017
	US BANCORP DEL	Preferred stock	6,327	6,143
	US BANCORP DEL	Preferred stock	8,619	7,828
	VOYA FINL INC 5.35% DP PFD B	Preferred stock	3,119	2,602
	WEBSTER FINL CORP WATERBURY CONN 1.313	Preferred stock	4,981	3,680
	WELLS FARGO & CO NEW	Preferred stock	10,655	10,057
	WELLS FARGO & CO NEW	Preferred stock	7,847	7,596
	WELLS FARGO & CO NEW PFD SHS	Preferred stock	4,305	4,116
	WELLS FARGO CO NEW	Preferred stock	4,955	4,790
	Total preferred stocks		493,421	433,731
	FEDERAL HOME LN MTG 4.000 2048-10-01 USD/ GOLD POOL 4%	U.S. Government securities	7,398	6,554
	FEDERAL HOME LOAN MORTGAGE CORPORATION DTD 3.50%	U.S. Government securities	56,931	54,583
	FEDERAL HOME LOAN MTG CORP 2.000	U.S. Government securities	25,695	19,578
	FEDERAL HOME LOAN MTG CORP 2.000	U.S. Government securities	61,642	53,062
	FEDERAL HOME LOAN MTG CORP 2.500	U.S. Government securities	33,520	26,367
	FEDERAL HOME LOAN MTG CORP 2.500	U.S. Government securities	14,824	11,682
	FEDERAL HOME LOAN MTG CORP 2.500	U.S. Government securities	39,491	32,509
	FEDERAL HOME LOAN MTG CORP 2.500	U.S. Government securities	7,284	6,338
	FEDERAL HOME LOAN MTG CORP 3.000	U.S. Government securities	53,477	45,070
	FEDERAL HOME LOAN MTG CORP 3.500	U.S. Government securities	32,030	27,826
	FEDERAL HOME LOAN MTG CORP 3.500	U.S. Government securities	19,881	16,898
	FEDERAL HOME LOAN MTG CORP 4.000	U.S. Government securities	17,145	15,189
	FEDERAL HOME LOAN MTG CORP 5.500	U.S. Government securities	68,658	67,439
	FEDERAL NATL MTG ASSN 4.000	U.S. Government securities	24,220	23,851
	FEDERAL NATL MTG ASSN GTD MTG PA 2.500	U.S. Government securities	8,481	7,624
	FEDERAL NATL MTG ASSN GTD MTG PA 2.500	U.S. Government securities	48,755	42,547
	FEDERAL NATL MTG ASSN GTD MTG PA 2.500	U.S. Government securities	14,118	11,526
	FEDERAL NATL MTG ASSN GTD MTG PA 2.500	U.S. Government securities	116,149	92,331
	FEDERAL NATL MTG ASSN GTD MTG PA 3.000	U.S. Government securities	43,990	35,764
	FEDERAL NATL MTG ASSN GTD MTG PA 3.500	U.S. Government securities	19,677	16,983
	FEDERAL NATL MTG ASSN GTD MTG PA 4.000	U.S. Government securities	16,062	14,163
	FEDERAL NATL MTG ASSN GTD MTG PA DTD 6/1/2021 2.00%	U.S. Government securities	168,601	130,977
	FEDERAL NATL MTG ASSN GTD MTG PA DTD 8/1/2020 2.50%	U.S. Government securities	28,737	22,502
	FEDERAL NATL MTG ASSN GTD MTG PA DTD 9/1/2020 3.00%	U.S. Government securities	40,831	33,161
	FHLMC POOL #SD-8274 4.00%	U.S. Government securities	44,313	-
	FHLMC POOL #SD-8314 4.5%	U.S. Government securities	48,348	49,035
	FNMA PASS-THRU I 3.500 DTD 8/1/2020 3.50%	U.S. Government securities	6,531	5,482
	FNMA POOL #MA5070 4.5%	U.S. Government securities	52,425	52,018
	FNMA POOL #MA5106 5.00%	U.S. Government securities	44,030	43,293
	FNMA UMBS LNG DTD 8/1/2024 6.00%	U.S. Government securities	129,989	64,792
	US TREASURY NOTE 0.00%	U.S. Government securities	68,644	68,528
	UNITED STATES TREAS 0% NTS	U.S. Government securities	21,118	20,759
	UNITED STATES TREAS 0% NTS	U.S. Government securities	21,716	21,547
	UNITED STATES TREAS 0% NTS	U.S. Government securities	177,621	174,019

Retirement Plan for Employees of Ames Rubber Corporation
EIN: 22-1466804
Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i)
December 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	UNITED STATES TREAS 0% NTS	U.S. Government securities	23,088	22,909
	UNITED STATES TREAS 0% PIDI NTS	U.S. Government securities	254,802	248,140
	UNITED STATES TREAS 1% NTS	U.S. Government securities	37,932	33,829
	UNITED STATES TREAS 1.75% NTS	U.S. Government securities	99,844	91,204
	UNITED STATES TREAS 3.25% NTS	U.S. Government securities	22,750	22,461
	UNITED STATES TREAS 3.25% NTS	U.S. Government securities	86,511	83,018
	UNITED STATES TREAS 3.875% NTS	U.S. Government securities	22,784	22,500
	UNITED STATES TREAS 4.125%	U.S. Government securities	20,289	19,966
	UNITED STATES TREAS 4.125% NTS	U.S. Government securities	79,981	77,050
	UNITED STATES TREAS DTD	U.S. Government securities	22,786	22,790
	UNITED STATES TREAS DTD	U.S. Government securities	145,540	134,681
	UNITED STATES TREAS DTD	U.S. Government securities	22,305	22,006
	UNITED STATES TREAS NOTES DTD 3.625%	U.S. Government securities	97,337	95,026
	UNITED STATES TREAS NTS 4.625% Ser AS-2026 DTD	U.S. Government securities	20,283	20,119
	UNITED STATES TREAS NTS DTD 3.75%	U.S. Government securities	21,936	21,506
	UNITED STATES TREAS NTS Ser AA-2028 DTD 4.00%	U.S. Government securities	22,190	21,773
	UNITED STATES TREAS NTS Ser C-2034 DTD 5/15/2024 4.375%	U.S. Government securities	35,467	34,462
	UNITED STATES TREASURY NOTE DTD 4.25%	U.S. Government securities	21,173	20,995
	UNITED STATES TREASURY NOTE DTD 4.375%	U.S. Government securities	20,424	20,045
	UNITED STATES TREASURY NOTES DTD 0.00%	U.S. Government securities	96,385	95,473
	US TREASURY NOTE 0.00% Ser W-2029 DTD 4.125%	U.S. Government securities	22,051	21,784
	US TREASURY NOTE 01/31/2029 Ser U-2029 DTD 4.00%	U.S. Government securities	53,262	53,260
	US TREASURY NOTE 06/30/2029 Ser AA-2029 DTD 6/30/2024 4.25%	U.S. Government securities	21,387	20,884
	US TREASURY NOTE 09/30/2028 Ser AD-2028 DTD 9/30/2023 4.625%	U.S. Government securities	61,252	60,561
	US TREASURY NOTE 09/30/2028 Ser AD-2028 DTD 9/30/2023 4.625%	U.S. Government securities	21,436	21,196
	US TREASURY NOTE 10/15/2026	U.S. Government securities	120,611	120,734
	Total U.S. Government securities		3,056,138	2,742,369
	ABBVIE INC 3.2% 11/21/2029-2029	Corporate bonds	44,474	37,126
	AMGEN INC 5.25% 03/02/2030-2023	Corporate bonds	46,503	47,439
	BK OF AMERICA CORP FR 5.015% DTD 7/22/2022 5.015% 7/22/2033	Corporate bonds	33,054	32,367
	CAPITAL ONE FINL CORP GLBL FLT 3.8% 01/31/2028-2027	Corporate bonds	27,148	24,131
	CITIGROUP INC 1.122% 01/28/2027-2026	Corporate bonds	38,061	36,493
	COMCAST CORP 1.5% 02/15/2031-2030	Corporate bonds	37,849	30,929
	COMCAST CORP 3.4% 04/01/2030-2030	Corporate bonds	41,914	35,260
	CVS/CAREMARK CORP 1.3% 08/21/2027-2027	Corporate bonds	69,858	63,427
	FISERV INC 3.5% 07/01/2029-2029	Corporate bonds	41,785	36,592
	GENERAL MOTORS CO 5.6% 10/15/2032-2032	Corporate bonds	37,266	38,324
	GOLDMAN SACHS GROUP INC 1.431% 03/09/2027-2026	Corporate bonds	37,955	36,481
	HCA INC. SR NT 5.45% 04/01/2031	Corporate bonds	43,911	43,912
	JPMORGAN CHASE & CO 3.54% DTD 4/25/2017 3.54% 5/1/2028	Corporate bonds	29,091	26,235
	KINDER MORGAN INC 5.4% 02/01/2034	Corporate bonds	36,710	36,436
	L3HARRIS TECHNOLOGIES 5.4% 07/31/2033	Corporate bonds	34,961	36,934
	MARSH & MCLENNAN 4.375% 03/15/2029-2028	Corporate bonds	31,021	26,515
	MORGAN STANLEY 4.431% 01/23/2030-2029	Corporate bonds	54,097	45,743
	ORACLE CORPORATION 2.95% 04/01/2030-2030	Corporate bonds	44,136	36,108
	PNC FINL SVCS GROUP VAR 10/20/2034	Corporate bonds	33,362	36,021
	RTX CORPORATION SR NT 6.00% 03/15/2031	Corporate bonds	41,974	43,010
	T-MOBILE USA INC 3.875% 04/15/2030-2030	Corporate bonds	39,449	39,522
	TRUIST FINL CORP VAR 10/30/2029	Corporate bonds	40,624	41,703
	US BANCORP VAR 01/23/2035	Corporate bonds	47,347	47,397
	VERIZON COMMNS INC 4.329% 09/21/2028	Corporate bonds	45,285	37,219
	WELLS FARGO & CO FR VAR 07/25/2034	Corporate bonds	45,445	43,941
	Total corporate bonds		1,023,280	959,265
*	Aetna Life Insurance Company Fixed Income Account	General account	371,102	371,102
	Total		\$ 10,043,693	\$ 10,542,166

* Party-in-interest.

See Independent Auditor's Report.

Retirement Plan for Employees of Ames Rubber Corporation
EIN: 22-1466804
Plan #: 001

Schedule of Reportable Transactions (Schedule H, Line 4j)
Year Ended December 31, 2024

(a) Identity of party involved	(b) Description of asset	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain/(loss)
Category (iii) - A series of transactions with respect to securities of the same issue that amount in the aggregate to more than 5% of the beginning value of total Plan assets:						
RBC Cash Plus	Purchases - 576	\$ 6,383,322	\$ -	\$ 6,383,322	\$ -	\$ -
	Sales - 193	-	6,587,797	6,587,797	-	-

See Independent Auditor's Report.